

FINANCIAL TIMES

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On popcorn and communicating
Lucy Kellaway, Page 14

Stabilising Emu
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World Economy and Finance
A 30-page survey to coincide with the IMF and World Bank meetings starting in Washington this weekend. Covers in 12 chapters: global economic integration; how to handle debt; and developing countries.
Sections 3 and 4

Moscow backs plans for closer ties with Nato

Russia has backed US proposals for closer co-operation between its armed forces and Nato, but threatened to retaliate if the alliance expands. Defence minister General Igor Rodionov welcomed an offer by his Western counterparts to take part in planning peace-keeping missions. Page 18

US bidders fail to make STN Atlas out
Up to eight European companies have been shortlisted as possible buyers of German defence electronics company STN Atlas, but US bidders have failed to make the second round. Page 19

Ledeb marks 100 days with warning
Russian security chief Alexander Ledeb marked his 100th day as a member of the Yeltsin administration with a press conference to warn that the country was on the brink of a catastrophe due to inadequate government spending. Page 3

Britain's non-EU trade gap falls
Britain's trade gap with countries outside the European Union fell to its smallest level for 15 months in August, but the deficit with EU countries more than doubled in July. Page 10

Figures signal US economic slowdown
Orders for US durable goods fell by 3.1 per cent last month, indicating a possible slowing of economic growth in coming months. Page 18; Currencies, Page 27; World stocks, Page 26

Drug sales rise to \$70bn
Prescription drug sales in the world's 10 biggest markets rose to \$70bn for the first half of this year, an increase of 6 per cent from the same period last year. Page 9

Businesses admitted the value of its shares had been eroded in recent years by poor acquisitions and cuts in advertising and the price of its alcoholic drinks, as it announced a 5 per cent rise in half-yearly profits to 537m (\$56.9m). Page 19; Lex, Page 18

Afghan troops 'abandoning' Kabul
Witnesses said Afghan government troops last night were abandoning the capital, Kabul, with rebel Taleban militia fighters, battling to oust President Burhanuddin Rabbani and impose strict Islamic rule, on the edge of the city.

Leader crowns in island protest
The Japanese government expressed condolences after the leader of a group from Hong Kong, protesting over Japan's claim to disputed Diaoyu islands in the East China Sea, drowned after leaping from his boat. Page 8

Credit Lyonnais aid criticised
French bankers expressed concern over Brussels' approval of a the EFR3bn (\$70m) aid package for Credit Lyonnais. Page 3

UK outbred on China toy limits
Britain failed to have EU quotas on Chinese toy imports removed following an interim opinion from the European Court of Justice which rejected claims the regime was protectionist. Page 9

Ceausescu's son dies
Nicu Ceausescu, son of Romania's executed communist dictator Nicolae Ceausescu, died in Vienna from acute liver disease caused by heavy drinking. Page 2

Second launch for Ariane-5
Europe's second Ariane-5 rocket, to be launched in mid-April 1997, will put two "dummy" satellites into orbit after the first launch blew up in June with the loss of four satellites worth \$500m.

Suicide controversy
The world's first legally-assisted suicide in Australia's Northern Territory, was hailed by Dutch right-to-die campaigners, but the Vatican joined critics, saying no law or human suffering could justify euthanasia.

Israel sends tanks to West Bank

Fighting leaves 55 dead as state of emergency is called

By Judy Dempsey in Jerusalem

Israel yesterday declared a state of emergency and sent tanks into the occupied territories of the West Bank after 44 Palestinians and 11 Israelis were killed in the worst clashes since the intifada or Palestinian revolt of 1987-88.

For the first time, Israel confronted armed Palestinian policemen alongside stone-throwing youths. Tanks were used in the West Bank during the 1967 Arab-Israeli war.

The widespread clashes represent a serious setback to the Middle East peace process which had virtually come to a standstill since the election of the right-wing Likud party headed by Mr Benjamin Netanyahu, the prime minister.

Mr Netanyahu cut short his visit to Germany and returned to Israel last night. He said he had spoken to Mr Yassir Arafat, president of the Palestinian Authority and was trying urgently to meet him.

Mr Arafat said he wanted to stop the bloodshed but Israeli officials said it was unclear if he had full control over the Palestinians and the armed Palestinian police. Palestinian

officials said the PLO leader wanted any talks with Mr Netanyahu to include President Hosni Mubarak of Egypt.

Mr Uri Dayan, the Israeli central commander, called the state of emergency after clashes between Israeli troops and Palestinians spread to the main West Bank towns and throughout the Gaza Strip.

The fighting, which started on Wednesday in the West Bank town of Ramallah, was sparked off by the opening of a tunnel under the old city of Jerusalem.

But Israeli defence officials last night said the tanks did not enter areas controlled by Palestinians under the terms of the 1995 self-rule agreement on the West Bank and Gaza.

Instead, they were situated on the outskirts of Ramallah.

Israel used helicopter gunships to fire on Palestinian demonstrators in the town north of Jerusalem.

Mr Ahmed Tiji, an adviser to Mr Arafat, said the "writing was on the wall" for the peace process.

Mr David Levy, Israel's foreign minister, said there was no greater provocation than Palestinians "shooting at our soldiers". Speaking at the United Nations in New York,



Battle line: a Palestinian policeman fires his rifle during the clashes with Israeli soldiers in the Gaza Strip. Israeli PM Benjamin Netanyahu has cut short his trip to Europe to return home as the death toll in the Middle East rises

Mexico to auction bad loans acquired in crisis

By Stephen Fidler and Leslie Crawford in Mexico City

The government of Mexico plans to create a secondary market for the trading of bank loans and assets to hold the first auctions before the end of 1996.

Mr Eduardo Fernandez, Mexico's chief bank supervisor, said the Mexican bank held more than 100bn pesos (\$13bn) of non-performing loans, acquired from commercial banks in the past year to strengthen their balance sheets during the financial crisis. If the assets of the six banks in which it has equity stakes are included, the sum of banking assets in state hands rises to 200bn pesos - about one-fifth of the total assets of the banking system.

The government hopes to recover some of the cost of bailing out the banks by repackaging loans and assets, including 5,000 properties, and selling them at a discount.

To do so, the central bank has set up a special unit to act like an information clearing house. The unit has also been charged with preparing the bank's assets and compiling a data base of information on the loans in state hands.

"We need accurate information to bundle some of the assets and sell them successfully," Mr Fernandez said.

"The more information we can give on the status of the loans, the better recovery prices we will receive."

Mr Fernandez said Mexico's financial crisis had left the government with "too many assets". Several sale schemes were being considered, with the ultimate aim to establish a secondary market in which banks could trade loans. The government estimates the cost of the bank bailout at 8 per cent of gross domestic product.

British Telecom in \$1.7bn French link

By Alan Gale in London and David Owen in Paris

British Telecommunications has formed a strategic alliance with the French utility Compagnie Generale des Eaux, and is investing \$1.7bn (\$1.7bn) in a 25 per cent stake in Cogel, CGE's telecom subsidiary, to further its European ambitions.

Cogel aims to become the chief competitor to France Telecom in France, offering a range of fixed and mobile services to both business and eventually, residential subscribers. It plans to bid for full telecoms licences next year in preparation for the liberalisation of Europe's telecoms markets after January 1, 1998.

CGE will retain 50 per cent of Cogel. Other direct shareholders include Mannesmann of Germany with 10 per cent. Vodafone, the largest UK mobile operator, holds an indirect stake as does SBC, formerly SouthWestern Bell of the US.

Mr Jim Kahan of SBC said: "This is the most significant group of companies to come together to pursue a telecoms project anywhere in the world". Senior management of the joint venture will be French under managing director Mr Philippe Clotin, but BT will provide technological leadership.

Mr Jean-Marie Messier, CGE chairman, said that France Telecom's low-priced local residential tariffs meant Cogel would be "selective" in the way it chose to enter the market.

This is even though France Telecom will have to "rebalance" its tariff structure by raising local call charges and cutting long-distance rates to compete in an open market.

In mobile phones, Generale des Eaux is already an important player through SEF, the second largest network operator in France's fast-growing but underdeveloped market.

The company believes the mobile sector will account for the bulk of future growth in the value of the French telecoms market.

For BT, the deal fills the last major gap in its European strategy. It has joint ventures in Germany, Spain, Italy, Sweden and the Netherlands.

It plans to co-ordinate these activities to create a pan-European group which will be the chief competitor to the incumbent operator in each country with an average 25 per cent to 35 per cent market share.

Each joint venture uses common technology and distributes BT's "Concert" advanced services for large multinational customers.

BT already has extensive alliances in Germany, but Sir Iain Vallance, BT chairman, said: "Our German partners are quite relaxed about us having a relationship with Mannesmann in France".

Flemings chief hits out at UK market watchdog

By Nicholas Denton in London and Louise Luong in Hong Kong

Mr John Manser, chief executive of Robert Fleming, the UK investment bank, yesterday vented his frustration at financial regulators as the group announced the resignation of the chairman of its scandal-hit joint venture in east Asia.

"We are going absolutely barmy in trying to find wrongdoing," said Mr Manser after Robert Fleming announced that Mr Alan Smith, chairman of Jardine Fleming, the Hong Kong based investment bank, had agreed to resign.

Mr Manser warned that as a result, investment banks might begin to move their businesses out of London.

Last month the group faced embarrassment when regulators revealed that one of the group's top fund managers had diverted profitable options trades and ordered Jardine Fleming to give \$19.3m in compensation to investors who had cut out as a result.

Mr Colin Armstrong, the 45-year-old chief investment manager of Jardine Fleming Invest-

UK market watchdog

ment Management, allocated the more profitable trades to his own personal trading account.

It has now emerged that Mr Smith and many other Jardine Fleming executives also gained as a result of Mr Armstrong's trading.

Investigators have found no evidence that these executives knew of Mr Armstrong's activities. But they have discovered that Mr Smith, and about 100 Jardine Fleming staff, had a direct or indirect interest in the Ninja fund, which Mr Armstrong favoured in allocating lucrative trades.

Jardine Fleming said the decision to resign was wholly Mr Smith's and added that he was "not at all" implicated in the trading scam.

Mr Henry Strutt, managing director of Jardine Fleming, moves up to the position of executive chairman of the bank. Mr Tim Freshwater, who joined Jardine Fleming as a director from Slaughter & May last month, becomes deputy.

Continued on Page 18
Jardine parent cautions, Page 23; Tight controls are best, Page 24

STOCK MARKET INDICES				
New York: Dow Jones Ind. 4,394.00 (+18.84)	DAX	2,398.32 (+2.5)	MSCI	21,461.37 (+110.79)
HONG KONG: Hang Seng 10,526.00 (-102.98)	FTSE 100	2,865.25 (+7.29)	NIKKEI	15,080.80 (+107.93)
LONDON: FTSE 100	2,865.25 (+7.29)	NIKKEI	15,080.80 (+107.93)	

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Russia near abyss, warns Lebed after first 100 days

By Chryetis Freeland in Moscow

Mr Alexander Lebed, the Russian security chief, yesterday deployed the thundering rhetoric of the campaign trail to warn that inadequate government spending had brought the country to the brink of a military revolt and a social and ecological catastrophe.

Comparison was the latest move in the struggle for political prominence unleashed by Russian President Boris Yeltsin's heart ailment. "I am trying to prevent the country from slipping into the abyss, and I will keep on trying, and I think I will succeed," Mr Lebed told a packed press conference called to mark his 100th day as a member of the Yeltsin administration - a milestone noted with extensive interviews in many of Russian leading newspapers.

Comparing Russia to "a body covered with terrible wounds and ulcers and plagued with still concealed diseases" Mr Lebed said he was setting his sights beyond Chechnya, where he negotiated a fragile ceasefire and troop withdrawal last month. Now, the openly ambitious security chief said he would seek to turn the government's attention to an eclectic set of problems including the financial travails of the army, environmental hazards associated with Russia's mili-

tary and civilian nuclear reactors and the dangerous shortage of food and fuel in the Arctic regions of the country. Following the doctors' announcement this week that Mr Yeltsin's heart bypass will probably be delayed for two more months, Mr Lebed's move is part of the jockeying for power which is likely to dominate Russian political life over the next few months. Even Mr Victor Chernomyrdin, the normally staid Russian premier, yesterday made an effort to look presidential.

Mr Chernomyrdin, who would automatically take over for three months if the president were to die or be incapacitated, adopted a commanding tone at a cabinet meeting, warning his ministers that they would be sacked if they did not toe the government line during coming budget battles in the communist dominated legislature. "If members of the government start playing any kind of game there, in the State Duma [lower house of parliament], I warn them that whoever they

are, whatever their rank, they will not work here," the Russian news agency Interfax quoted Mr Chernomyrdin as saying. According to the Russian constitution, sacking and appointing ministers is the prerogative of the president. The caution was also interpreted as a veiled warning to Mr Lebed, who is not a member of the cabinet but whose criticism of the parlous state of the army is a direct attack on the government.

Family silver sent to market as hard times hit Bulgaria

Anthony Robinson sees illusions shattered and officials heading for Washington to seek loans

The former communists who continued to hold power after the removal of Mr Todor Zhivkov, Bulgaria's communist dictator six years ago, used to rail against attempts to "sell the family silver" and argued that state assets should be "restructured" before being privatised at a high price. This week's near-tripling of interest rates to 300 per cent, and the despatch of central bankers and finance officials to Washington to seek new loans and bridging finance in the corridors and ante-chambers of this week-end's IMF/World Bank meeting, mark the end of illusions.

A fire-sale of state assets, starting with 15 of the potentially most attractive enterprises, is about to start. Nearly two years ago Mr Zhan Vidanov, a former Communist party youth leader, led the Bulgarian Socialist party, the doctrinally divided heir to the former Communist party, to a clear electoral victory. He promised to end the years of drift which followed the defeat of the ineffective anti-communist Union of Democratic Forces (UDF) in 1992. He did not deliver - partly because of his own ideological training, partly because of opposition from powerful

factory bosses, political rivals and the trade unions, and partly because 1992 was an exceptionally favourable year for trade. Bulgaria's state-owned petrochemical, steel and other basic industries were able to take advantage of the strong expansion in world trade in 1992. Strong export demand supported the first modest growth after six years of calamitous decline in output. Agricultural marketing organisations even exported strategic stocks and much of the seed corn. But this respite reduced the momentum behind privatisation and structural

reform, and real incomes soared beyond modest productivity gains on the back of an over-valued lev. Since export demand slackened in the second half of last year output started to fall, reserves flowed out and a series of increasingly panic-stricken emergency measures have progressively raised interest rates, devalued the lev and squeezed real incomes. But with the political temperature rising ahead of next month's presidential elections, the focus on the economy wavered as debate deteriorated into ill-tempered personal feuding.

Insistent pleas from the IMF and the World Bank for tough action to release structural reform funds were ignored while banks piled up bad debts which reflected accumulating losses in the still largely state-owned economy. The private sector screamed about primitive taxation and being crowded out of the credit market by a cash-starved government. "It seemed possible to cruise along for a time. But without the micro-economic reforms to impose financial discipline, enterprises continued to be run by people

who steal from them, and the banks continued to lend to people who had no intention of paying back, believing that they could always get refinancing from the central bank," says Mr Alex Begov, who deals in Bulgarian debt for JP Morgan. "Events this week have destroyed these illusions." The sell-off is above all a last-ditch effort to raise cash. But if the sale does attract the strategic investors the state privatisation agency is looking for, this week's crisis could lead to the long-delayed modernisation and restructuring which an under-capitalised and looted

economy desperately needs. Experience elsewhere in the former Soviet bloc - Kazakhstan, for instance - indicates that with honest, modern management and strong financial controls even obsolete heavy industries such as steel, petrochemicals, shipbuilding and smelting can be slimmed down and turned around. For all its decrepitude, Bulgaria retains a skilled, adaptable workforce and a strategic position on the Black Sea which makes it a future conduit for Russian and central Asian oil and gas destined for southern and western Europe and

Turkey. Its special skills in telecommunications make it attractive to German, Italian and other telecom companies. But Bulgaria's best chances of wooing the long-term strategic investors it needs to transform its industrial base appear to lie in the interest of Asian, and especially South Korean, companies. Asian investors were late to enter east and central Europe. But they are now looking hard at Bulgaria and the wider Black Sea region to build economic bridgeheads in an eastern Europe which is starting to be perceived as ripe for Asian-tiger type growth in the next century.

Ministers widen Europol powers

By Neil Buckley in Dublin

The European Union moved yesterday to combat the growing problem of sexual exploitation of women and children when ministers agreed to give new powers to Europol, the embryonic EU-wide police force, to tackle international prostitution and paedophile rings. Home affairs ministers meeting informally in Dublin agreed to extend the remit of Europol's drugs unit to cover "trafficking" in human beings. They also agreed to improve co-operation among police forces through exchanges of information and training, and establish a directory of "centres of excellence" - forces with expertise in dealing with particular crimes. The measures will be adopted shortly at a formal ministers' meeting in Brussels. Ministers also agreed, under pressure from Mrs Nora Owen, justice minister for Ireland - holder of the EU presidency - and Mrs Anita Gradin, European justice commissioner, to speed up ratification at national level of Europol's long-delayed founding convention, with the aim of completing it by December 1997. That would allow Europol, at present limited to a skeleton drugs unit, to be fully established. Recent events in Belgium, where a paedophile ring responsible for the deaths of at least four children is thought to have had international links, have emphasised that the cross-border crime Europol is designed to tackle includes not just drugs and terrorism but the international sex trade. But yesterday's measures showed the limitations of EU co-operation. They did not include immediate creation of a central database of missing children and convicted paedophiles, as suggested by several member states. Mrs Owen said these needed to be established first at national level, though they would be taken over by Europol once it was fully established.

Crédit Lyonnais aid upsets bankers

By Andrew Jack in Paris

French bankers yesterday expressed concern about the approval of additional state aid to help Crédit Lyonnais, but held back from the stronger public criticism they have made in the past. One banker privately called the deal "disgraceful", while others expressed discontent as they examined the details of the FF3.5bn (\$770m) aid package, agreed ahead of more fundamental restructuring in the coming months. Société Générale issued no new statement following Brussels' approval of the emergency package on Wednesday, but reiterated the comments of Mr Marc Vignot, its chairman, made last week when he presented his group's results. Mr Vignot, who has lodged an action with the European Court in Luxembourg claiming that the rescue plan distorts competition, called Crédit Lyonnais's "dirty dossier", and demanded that it be privatised as soon as possible. The effect of this week's aid package is to waive the costs to the bank of a special loan designed to finance the sale of assets removed from its balance sheet last year as part of the existing rescue plan. The FF3.5bn costs of the loan to Crédit Lyonnais for this year will be wiped out, while the bank will be able to report an exceptional profit of an additional FF750m, representing a reimbursement for the costs of the loan last year. This will be offset by other charges expected to be reported in the bank's half-year results next Thursday, including more than FF100m in restructuring costs. Mr Jean Arthuis, the French finance and economics minister, stressed that the new restructuring plan ahead of the privatisation of the bank would need to extend wider than the loan. He did not deny suggestions that have circulated of a recapitalisation of the bank ahead of the sale, which some estimates have put at FF10bn.

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NEWS: INTERNATIONAL



Palestinians carry the wounded (left) after clashes in Gaza, while their police in the West Bank take aim at Israeli troops



Photograph: Reuters and AP

Businesses close as Palestinians come to take away the dead 'The start of a new intifada'

By Judy Dempsey in Ramallah

Young schoolgirls led the way. In green and white uniforms, they marched through the centre of the West Bank town of Ramallah towards the hospital, already surrounded by hundreds of Palestinians.

His words are empty. It is time for action," said Tariq. At the hospital, guarded by young Palestinian police, the crowd stopped. Many started making their way down towards the main entrance of the town.

Abdullah was standing close to the Palestinian checkpoint. The Israeli checkpoint was about 800 metres away. Then shots rang out. Some people dived for cover. Others rushed up to the Palestinian police and started arguing, with one civilian making a grab at the policeman's rifle.

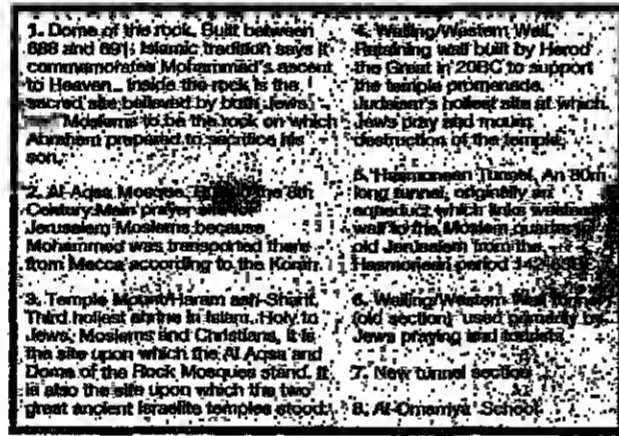
Back behind the Palestinian checkpoint, teenagers were lighting a bonfire and throwing stones at cars with Israeli number plates. Not far away, in one of the few quiet districts of Ramallah, Mr Tewfic Habesh was standing outside the Arab Development and Credit bank.

Opening of a tunnel blocks the road to peace

By Judy Dempsey and Avi Machlis in Jerusalem

The spark which ignited the demonstrations and bloody clashes between Palestinians and Israelis was the opening of an ancient tunnel in the old city of Jerusalem, where any decision has immediate repercussions for Arab-Israeli relations.

Porters, followed weeks of frustration among Palestinians and critics of the Likud government. "Palestinians were just fed up. The peace process was going nowhere. All we heard were empty words. The tunnel lit the fuse, which it might not have done in other circumstances," said Mrs Hanan Ashwari, higher education minister in the Palestinian Authority.



Labour government had postponed opening the exit leading from the Western wall - the Jews' holy site - to the Moslem quarter, close to the Temple Mount complex. That complex houses the Al-Aqsa mosque, the third holiest Moslem site.

particular exit has aroused emotions. The Moslem community perceives the tunnel as a threat to the Islamic and holy sites and a harbinger of an eventual "Judaisation" of the city. Mr Yassir Arafat, president of the Palestinian Authority, said the tunnel

was the first step towards allowing extremist religious Jews to pray on the Temple Mount. Herein lies the nub of the controversy. In 1967, Israel granted autonomy over the Temple Mount to the Moslem Religious Trust. Jews, meanwhile, were barred from praying at the Mount in order to avert potential conflict between worshippers of the two faiths, a decision accepted by the rabbinical authorities.

Bankers hit at crisis proposals

By George Graham in Washington

Proposals from the Group of 10 leading industrialised nations for dealing with financial crises in emerging markets - such as the Mexican peso squeeze of 1994 - came under fire yesterday from international banks and investment institutions.

refused to lend more money to countries which had not reached an understanding with their commercial creditors on their debt repayments. In 1999, however, the IMF decided to allow new loans to countries which still had unresolved arrears of bank debt.

The IMF report criticises the suggestion by the G10 report for widening this loophole to include hood arrears as well as bank debt as "misguided". "In effect, official sector approval would be conferred on breaching contractual obligations," the report says.

But the report's authors said they broadly welcomed much of the thrust of the G10 report, especially its rejection of proposals to set up some kind of international bankruptcy court to handle other Mexico-style crises.

IMF presses US on capital

By Robert Chote, Economics Editor, in Washington

Mr Michel Camdessus, the managing director of the International Monetary Fund, yesterday threw down the gauntlet to the US by pressing again for big increases in the Fund's share capital and its overdraft facility for central banks.

Uganda may get debt help next year

By Patti Waldmeir and Robert Chote in Washington

Uganda could receive relief on its \$3.4bn foreign debt as early as next year, according to a proposal to be put before the development committee of the International Monetary Fund and World Bank next week.

Advertisement for Seiko Kinetic watches, featuring a watch image and text: "Good-bye Battery", "Welcome to the future: Seiko Kinetic... the first and only quartz watch that turns movement into power."

Advertisement for FT Discovery, featuring a fish image and text: "Fed up with fishing for business information?", "FT Discovery. The instant way to hook the information you need."

INTERNATIONAL NEWS DIGEST. Zeroual axes reformers. Algerian President Liamine Zeroual yesterday replaced the two most reform-minded ministers in his cabinet three days before a conference in Algiers to debate economic policy.

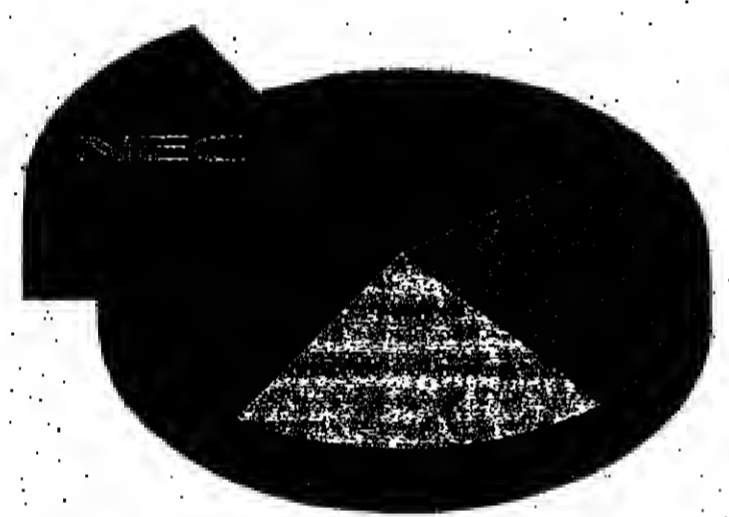
World Bank screening 'fails'. The World Bank's methods of screening its lending projects for possible damage to the environment are failing and need to be improved, according to an internal bank memorandum leaked yesterday.

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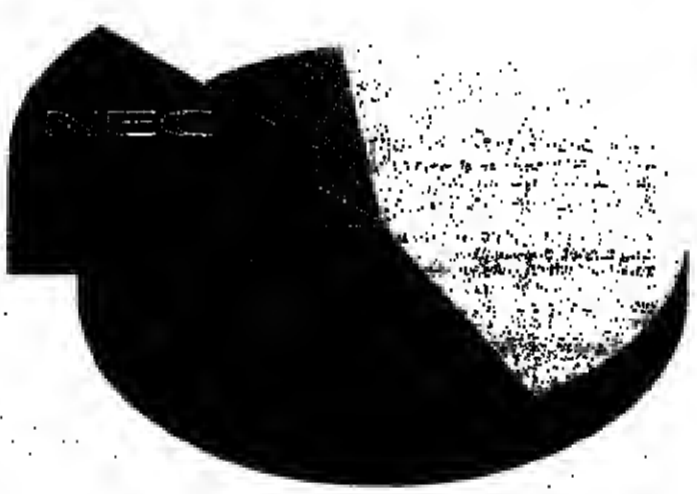
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*Data source: Datamation (1995); Probe Research Inc., Cedar Knolls, NJ (1995); IDC (1996)
*Data has been reorganized to show top five companies equaling 100%; rankings based on sales

Menem presses reforms despite strike

By David Pilling in Buenos Aires

The Peronist government of President Carlos Menem was yesterday on the verge of an historic rupture with the trade union movement as the CGT union federation began a 36-hour general strike against the administration's economic and social policy.

stop at 8pm after a rally in the central Plaza de Mayo for which union organisers expected 50,000 demonstrators to attend. By 2.30pm, thousands of workers, some banging drums, were arriving at the square.

The strike, which continues today, follows a 24-hour stoppage on August 8 which paralysed most of the country. Unions, which for much of Mr Menem's seven years in office have backed his free-market reforms, now blame government policies for recession and record unemployment of 17.1 per cent.

Protests were also organised in several other Argentine cities, many in provinces which have been hard hit by the recession that has gripped the country since mid-1995, though which now shows signs of easing. In Córdoba, Argentina's second city, there were minor skirmishes with police as protesters threw Molotov cocktails and smashed shop windows.

Mr Menem has also threatened to deregulate health schemes run by unions, often their main source of finance.

AMERICAN NEWS DIGEST

Fewer families in US poverty

Americans' income edged up last year for the first time in six years and fewer families are living in poverty, the Census Bureau reported yesterday. The report, likely to be welcome news for President Bill Clinton's re-election campaign, showed median household income of \$34,076 in 1995, up 2.7 per cent from 1994.

Haitian senators approved the sacking of one out of every six civil servants in order to meet the conditions for urgently-needed foreign aid in a vote on Wednesday.

Colombian trade expands

Colombia has made important strides in liberalising foreign trade and stabilising its economy, resulting in strong economic growth and rising investment, the World Trade Organisation says in its latest report on the country's trade regime.

Criminals take up soldiers' arms

Violence is sabotaging Central American business, says Johanna Tuckman

Central America's ideological armed conflicts are expected by the end of the year. But a chilling crime wave is shading over our heads. As elsewhere in the region, violent crime is blamed for undermining business confidence and sabotaging efforts to attract foreign investment.

petered out with a ceasefire in place since March and a peace treaty is expected by the end of the year. But a chilling crime wave is shading over our heads.

tal flight and that "the insecurity felt by businessmen is one of the country's major economic problems. The ghost of recession hangs over our heads."

nationals from the US, equipped with "the education they received on the mean streets of Los Angeles."

trends in under way accompanied by rising numbers of assaults, car theft and drug trafficking. But bank robbing is the national specialty.

Company taxation method reviewed

By Anne Counsel in Washington

The US Treasury yesterday said it would examine the possible use of formula apportionment to assess the tax liabilities of multinational corporations.

Mr Lawrence Summers, US Treasury deputy secretary, said this move should not be interpreted as a weakening of US support for the arms length principle, but if this were to become unworkable in the future the US would co-operate with its trading partners to develop a consensus, multilateral alternative.

Mr Todd Malan, executive director of the Organisation for International Investment, which represents the interests of foreign multinationals in the US, said that if the review was fair and straightforward, it would put the issue of formula apportionment to rest.

Even the tranquil image of Costa Rica has been sullied

mob justice that have become a regular occurrence since March, an enraged crowd killed an alleged kidnapper after they had turned him over to police.

Unofficial sources currently estimate an average of two kidnappings per day. Gangs differ in their degree of sophistication, and ransom demands range from a few thousand to millions of dollars, depending on the victim's ability to pay.

meanwhile, hooded hunger-striking prisoners with their mouths sewn shut and threatening to drown each other, have drawn public attention to the limitations of tough new laws aimed at rounding up suspected criminals.

Even the tranquil image of Costa Rica has been sullied by rising crime and the country once known as the Switzerland of Central America can no longer claim to be a world apart.

Governmental efforts to curb judicial corruption and restrict the leeway for criminal abuses of military power. However, strapped by commitments to international creditors to restrict public expenditure, they have found tougher laws against criminals an easier solution than serious attempts to address the social and economic roots of the problem.

The Financial Times plans to publish

The FT500 Survey

on Friday, January 24 1997.

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FT Surveys

Municipal elections will signal appetite for change

Cardoso's hopes of second term hang on local polls

When Brazilians vote in municipal elections next Thursday, how they do so will determine more than their choice of mayor and local councillors. Also at stake are President Fernando Henrique Cardoso's hopes of a second term in office and the future of his reform programme.



Cardoso: honeymoon is over

Opponents of Mr Cardoso argue that he is out of tune with public opinion and should not be given an opportunity to stand for a second term in 1998, which is currently not permitted under the constitution.

Brazil's reformist president will be closely watching the fortunes of his party, writes Jonathan Wheatley

Horizonte, the capital of Minas Gerais state, polls show the PSDB with a slight lead over the leftwing Workers party, the PT. But in Rio de Janeiro, the PSDB candidate, Mr Sergio Cabral, is in second place to Mr Luis Paulo Conde, of the centre-right Liberal Front party, or PFL in Fortaleza, capital of Ceará, the PSDB is in fourth place; the centre-left Democratic Movement party (PMDB) trailing in several key state capitals. In Belo

In São Paulo Mr José Serra, Mr Cardoso's candidate, is running a poor third to Mr Celso Pitta of the conservative Progressive party or PPB. Mr Pitta is backed by Mr Paulo Maluf, the outgoing PPB mayor, a presidential hopeful and a strong opponent of changing the constitution.

There are, however, reasons for the government to take heart. One is that in Brazil's 47 cities with more than 200,000 inhabitants, a

second contest will be held on November 15 between the two leading candidates if none achieves an absolute majority on Thursday.

The PSDB has several candidates well placed to make it to the second round and form winning alliances. In São Paulo, if Mr Pitta enters a second round, the PSDB and the PT, supposedly enemies in Congress, may unite to defeat him.

Another is that candidates from the PFL, Mr Cardoso's allies in Congress, are also likely to do well. Moreover, the PFL is one of few parties able to direct how its members vote in Congress. Elsewhere in Brazil's ill-disciplined, multi-party system, a candidate's party membership is of less importance.

In fact, the PPB, with 90 deputies, has yet to take a position on changing the constitution. If Mr Maluf emerged strengthened from the elections, he could probably carry half his party against Mr Cardoso. On the other hand, there is talk that Mr Maluf could be persuaded to postpone his ambitions if the government supported him in a bid for the governorship of São Paulo state.

Mr Cardoso's supporters are likely to begin efforts to change the constitution soon after the vote next week, whether that means capitalising on government successes or striking early before Mr Maluf can organise forces against them.

The danger is that efforts to change the constitution could distract Congress from Mr Cardoso's reforms which include job cuts in the bureaucracy, as well as tax and welfare changes. The elections themselves, in which 225 congressmen are running for local office and many more are dedicating all their attention to campaigning for colleagues, have brought Congress to a virtual standstill in the past two months.

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UK fails to quash quotas on China toys

By Caroline Southey in Brussels

The UK government failed yesterday in its attempt to have EU quotas on Chinese toy imports removed following an interim opinion from the European Court of Justice which rejected claims that the regime was protectionist.

The Advocate General in an opinion likely to be upheld by the court, argued that Britain had failed to provide sufficient evidence to show the quotas were excessive. The opinion also argued that Britain should be ordered to pay costs.

EU's toy industry, said the federation was "extremely disappointed" by the opinion. He added that there was not a "shred of evidence to show that the quotas have saved or created one job in the EU" and that the industry would continue to suffer if the opinion was upheld by the European Court.

regime no longer did so. "We hope to be able to persuade other EU governments too," he said. The UK, backed by the German government, argued that the council had failed to take into account the interests of EU manufacturers, retailers and consumers.

needs of the EU's industry had been ignored, arguing that Britain's position only reflected one section of the EU toy industry - manufacturers which had transferred production to China.

A former Soviet republic gives red-carpet treatment to a Korean carmaker

Passports for Uzbeks to Daewooistan

The people of Uzbekistan can now buy a Daewoo car on credit from a Daewoo bank, drive to an electronic store to buy a Daewoo TV set and video recorder and use a Daewoo telecommunications network to call home.

steer away from its traditional reliance on cotton exports. By 2000 Daewoo hopes to produce 160,000 estate cars, compact cars and mini-vans a year, with 70 per cent of the parts made in Uzbekistan.



A Daewoo car plant in Uzbekistan: after callsthenics workers put in 10-hour days plus the occasional Saturday

The Uzbek car plant is just one of a number of forays by Daewoo into regions where other motor manufacturers would fear to tread. This year, it took control of Poland's biggest car company.

The government at first took full responsibility for marketing and servicing of the cars but failed to set up proper dealerships or service stations. Daewoo intervened but has managed to set up only a handful of dealerships and servicing stations to service nearly 10,000 Daewoo cars.

Only a handful of international companies have risked more than a few million dollars in Uzbekistan, the landlocked former Soviet republic which, though stable, is still burdened by heaps of red tape, an unconvertible currency and delays in market reforms.

Six joint ventures and several local enterprises are due to start producing car parts within a year. "Daewoo is like a locomotive," says Mr Parkhok Maksimov, director general of the semi-governmental Foreign Investment Agency. "It pulls in other investments."

Mr Hee Choo Chung, Daewoo's managing director in Uzbekistan, explains why he has decided to risk so much in one country. "Uzbekistan has good prospects and they are only improving. If we move in now I'm sure the government will appreciate that."

Even Daewoo cannot escape some of the pitfalls of Uzbekistan's go-slow approach to market reforms. Strapped for cash, the government took much longer than expected to come up with its half of the investment. Intent on maintaining full control of its economy, it has already issued three decrees this year full of instructions to the venture.

For the Uzbek workers, the Korean work mentality takes getting used to. After collective cathartics in the morning, the car factory's 2,600 workers put in 10-hour days, plus occasional Saturdays. Many will have had a first taste of such techniques in stints on the production line at Daewoo's plants in South Korea, where groups of non-Korean workers are regularly taken for up to three months learning on site before being sent back home to train colleagues.

For Daewoo, marketing in the former Soviet Union has brought some surprises as well. Its planning director says Uzbeks prefer their cars white while the Russian clients will take anything other than white. And both scorn the cheap compact car in favour of the most deluxe version of the estate car, a model Daewoo had not even planned to produce for fear Uzbeks could not afford it.

Daewoo, the third biggest South Korean carmaker, says by contrast it has invested and lent close to \$1bn for nine projects in the past four years. The Uzbeks have responded by giving Daewoo red-carpet treatment without equal in the former Soviet Union.

Uzbekistan's appreciation has come in the form of lavish tax holidays and preferential treatment, at the expense of other investors. The car venture has a full tax holiday for five years; buyers are wooed with soft government loans and an exemption on the 5 per cent road tax.

about 50 per cent discourages competitors and on October 1 an excise tax on imported cars of 40 to 60 per cent should persuade the last remaining western car dealers to skip town. "We will have no choice but to buy Daewoo cars," one Tashkent driver laments.

Government approval of this year's business plan took four months.

Historically, only about half of all approved projects are actually realised.

Historically, only about half of all approved projects are actually realised.

WORLD TRADE NEWS DIGEST

Drive to curb disc pirates

In a fresh effort to curb piracy, the international music industry is streamlining the process of issuing licences to manufacturers and distributors of compact discs and cassettes. Henceforth all licences must be approved by two central bodies, the International Federation of the Phonographic Industry (IFPI), which represents the world's record companies, and the Bureau International d'Enregistrement et de Reproduction Mécanique (BREM), on behalf of composers and musicians.

US opposes Apec expansion

The US is opposed to adding new members to the Asia Pacific Economic Co-operation (Apec) forum when a three-year moratorium on expanding membership expires with November's summit in the Philippines, a senior US trade official said.

Investment down in Indonesia

The value of Indonesia's foreign investment approvals is expected to fall 30 per cent to \$27bn this year compared with 1995's figure, though the number of projects is expected to increase.

Table with 2 columns: Disease, Sales. Rows include Cardiovascular, Alimentary/Metabolism, Central nervous system, Anti-infectives, Respiratory, Blood agents, Genito-urinary, Others, Total, Change.

World drug sales up in top ten markets

By Daniel Green
The value of prescription drug sales in the world's 10 biggest markets hit \$70bn for the first half of 1996, an increase of 6 per cent on the same period of 1995.

sales rose 14 per cent to \$5.36bn for the first half. Sales in Japan, the world's second biggest market, still showed the effects of a mild influenza season and mandatory drug price cuts in April.

up 10 per cent to \$3.23bn. The star performer was the blood agent category, where sales grew 44 per cent to \$79m. But the UK remains a small market in value terms by comparison with Germany and France, where traditionally doctors have prescribed more drugs.

Canada venture to open Kyrgyzstan oil refinery

By Bernard Simon in Toronto
Kyrgyzstan will commission its first oil refinery next week when it launches a new joint venture between Kyrgoil Corporation, a small Calgary-based company, and Kyrgyzneft, the state-owned oil company.

Under an agreement concluded with Kyrgyzstan last December, the Kyrgoil-Kyrgyzneft joint venture, known as KPC, was granted exclusive rights to renovate 688 oil wells that were drilled in the 1940s and 1950s but fell into disrepair. The wells currently produce only about 1,500 barrels a day.

imports all its refined oil requirements, mainly from Uzbekistan. Oil makes up about 20 per cent of total imports. The new refinery, which will be officially opened on October 5, will have a capacity of 10,000 b/d and is expected to supply one-quarter of domestic oil consumption.

Strong field for GSM in Romania

By Virginia Marsh in Budapest
France Télécom, Stet of Italy, Tele Danmark and Motorola of the US are among the international telecommunications companies bidding for two GSM (global system for mobile telecommunications) licences in Romania.

The tender, which closed yesterday, has attracted considerable interest. Romania is both eastern Europe's second largest market as well as one of the last countries in the region to set up a digital system on the GSM standard.

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OCS GROUP logo and text: MANAGING THE ESSENTIALS

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Page Turists

IN BRIEF

Lira rises on Emu optimism

The lira yesterday strengthened to a two-year high against the D-Mark, writes Samer Iskandar...

Lombis opts for trade sale of hotels

Lombis has abandoned the flotation of its Princess Metropole hotel business, concluding that it could raise £100m more in a trade sale...

Fyffes leaves US market

Fyffes, the fruit and vegetable distributor, yesterday effectively withdrew from the US banana market...

Frankfurt climbs to third peak

Self-doubt pulled Frankfurt back from its best levels but the Dax index, up almost 40 points over the previous two sessions, still closed 1.88 higher...

H&M reports 52% rise

Shares in Hennes & Mauritz, the Swedish fashion retailer, soared yesterday when the group posted a 52 per cent increase in profit in the nine months to end-August...

Asset sales behind rise at Paribas

Asset sales from its investment portfolio helped lift first-half net income at Paribas, the French financial group, to FF1.9bn (\$783m)...

Peregrine profits up 18%

First-half net profits at Peregrine Investments Holdings, the Hong Kong investment bank, rose 15 per cent to HK\$399m (US\$51.6m)...

Companies in this issue table with columns for company name and page number.

Market Statistics table with columns for category and value.

Chief price changes yesterday table with columns for stock name and price change.

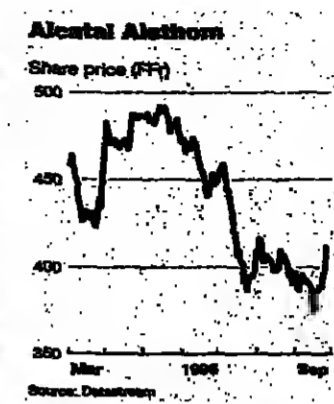
Table of financial data for various companies and indices, including Frankfurt Dax, Dow Jones, Nikkei, etc.

Alcatel hints at Thomson unit deal

Mr Serge Tchuruk, chairman of Alcatel Alsthom, yesterday gave a strong hint that the French telecommunications and engineering group may take over Thomson's money draining consumer electronics arm...

Mr Tchuruk's comments came as the group reported a substantially reduced first-half net loss of FF400m (\$78.4m), compared with FF1.2bn, and said it expected a return to break-even for the year...

Alcatel shares rose sharply in a virtually static Paris market, ending the day at FF111, a gain of FF10 or 2.5 per cent. The company said its first-half improvement partly reflected the "still limited" effects of the recovery plan...



Alcatel Alsthom Share price (FF) 500 450 400 350 Mar 1996 Sep Source: Datastream

KNP BT heads out of core activity

KNP BT of the Netherlands, one of Europe's largest paper producers, will today open the way for a departure from the industry. The group is to announce that it is ending new investment in its traditional core business and may sell at least part of the division...

Guinness admits mistakes as profits rise 5%

Guinness, the UK brewing group, admitted for the first time yesterday that it had eroded shareholder and brand value in recent years by making poor acquisitions and cutting advertising and prices of its alcoholic drinks...

Guinness's shares have fallen 25 per cent from their peak in May, 1992, as the group struggled to persuade consumers to buy more drinks at higher prices and to generate profits from its acquisitions. It has underperformed its sector by 11 per cent and the FTSE-A All-Share index by 51 per cent...



Tony Greener: no question that some acquisitions of the early 1990s eroded shareholder value

US bidders fails to make short list for STN sale

Up to eight leading European companies have been short-listed as possible buyers of STN Atlas, the German defence electronics company. But US bidders, believed to have included Lockheed, have failed to make the second round...

Other German bidders include a consortium comprising defence contractors Rheinmetall, Diehl, and the Howaldtswerke shipyard; and MAN, the trucks and printing group which has emerged as a surprise contender. It remained unclear last night who the other German bidders are...

The sale, which two weeks ago attracted up to 30 potential buyers, because the German defence ministry has warned that the company should be sold to a German buyer to keep sensitive defence technology in German hands...

Pressure on Strafor-Facom

A US-based arbitrageur and his French investment partner have acquired 6.4 per cent of Strafor-Facom, the diversified office equipment and engineering group, in a campaign to increase shareholder value...

Mr Guy Wyser-Pratte, who was born in France, has made his name in a number of private equity deals in the US in the last few years, and became a minority investor in Northern Electric of the UK in 1995. He has also been involved in campaigns in France, including a failed attempt to buy Paribas' takeover bid for the Navigation Mixte conglomerate last year, and two attacks on CIP, an investment company controlled by Banque Nationale de Paris...

Advertisement for Hambros Bank with text: 'Our life is frittered away by detail... Simplify, simplify.' and Hambros Bank logo.

AEA shares rise 15% on first day trading

Shares in AEA Technology rose on their first day of trading to 15 per cent above the privatisation offer price...

climbed to a high of 382p by mid-day, before closing at 323 1/2p. Mr Alexander Johnston of Lezards, the merchant bank who advised AEA Technology...

whole, and is not far behind the support services sector's 15.6 multiple. The government claimed that yesterday's trading was a "splendid result"...

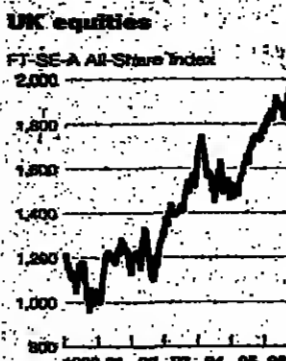
German purchases for Clyde

Clyde Blowers, the Glasgow-based manufacturer of spot-blowing equipment, has acquired two rivals for £17.1m (\$26.7m) from Deutsche Rabcock Group...

LEX COMMENT

Executive pay

Should shareholders have a right to vote on directors' pay packages? Britain's National Association of Pension Funds is very certain that they should not.



RESULTS

Table with columns: Company Name, Period, Revenue (£m), Pre-tax profit (£m), EPS (p), Current payment (p), Date of payment, Dividends, Corresponding dividend, Total for year, Total for year. Lists results for various companies including Andrewes Styles, Baxendale Holdings, British Breding, etc.

Table with columns: Investment Trusts, NAV (p), Attributable Earnings (£m), EPS (p), Current payment (p), Date of payment, Corresponding dividend, Total for year, Total for year. Lists results for F&G Pacific, F&G US Smaller, etc.

Earnings shown basic except where stated. Dividends shown net. Figures in brackets are for corresponding period. *After exceptional charge. #After exceptional credit.

NOTICE OF EARLY REDEMPTION To the Holders of Kingdom of Sweden (the "Issuers") FRF1,000,000,000 6.45 per cent Bonds due 2003 (the "Notes")

Celltech wins US antibodies patent

Celltech has won a wide-ranging patent in the US that could lead to a stream of royalty income for the Slough biotechnology company. Its shares rose 22p to 522p.

Schlumberger SCHLUMBERGER TO RECORD UNUSUAL ITEMS IN THIRD QUARTER New York, September 25 - Schlumberger Limited announced today that it will record unusual items in the third quarter:

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TO SAVE ALL THESE TREES WE HELP CHOP DOWN THIS ONE. Tropical hardwood trees are more valuable to loggers than other trees in the rainforest. High prices for hardwoods cause that loggers have no qualms about destroying other trees that stand in their way.

Fortis AMEV Interim dividend for 1996 On 29 August 1996, we announced that the interim dividend for 1996 of NLG 0.68 per share will be payable either wholly in cash or wholly in shares...

INTERNATIONAL CAPITAL MARKETS

Convergence overcomes budget worries

By Samer Iskandar
In London and Lisa Branston in New York
Uncertainty due to 1997 budget plans - both the Italian and Spanish governments will be presenting their budgets today - slowed the convergence process yesterday, but failed to halt it.
The Italian 10-year yield spread over German bunds tightened for the sixth consecutive day to 270 basis points, from 275 points on Wednesday and 304 points on September 18.
Meanwhile, the lira traded up through 1,000 into three-digit territory against the

DM-mark, reaching a two-year high of around 1,294.
"The market seems to believe that up to 12 countries will join the single currency in 1999," said Ms Marie Owens Thomson, chief economist at BTP-Breidert Bank in Paris, who considers this view "over-optimistic".
"We could still see a confidence crisis in the near future," she warned. But looking further down the road, Ms Owens Thomson believes "a long-term Emu scenario is now rooted in the market".
Life's December BTP future settled at 120.43, up 0.49, then rallied sharply in after-hours trading to a new record high of 121.78, on indications that the planned budget deficit would be contained at 3 per cent of GDP.
Implicit support for the government's budget by the Reformed Communist party was also a bullish factor.
Spanish bonds also outperformed other markets, the 10-year yield spread over bunds narrowing by 3 basis points to 190 points, as the benchmark 2006 government bond rose 0.40 to 105.31.
"The Spanish market has managed to ignore politics," said Ms Juli Collins-Thompson, an economist at Yamaichi in London. But she warns that the present bullishness might be overdone.
"GDP growth of 9 per cent

[the government's assumption in drafting the 1997 budget] seems a bit optimistic," she said. Yamaichi's forecast is closer to 9.6 per cent, which would imply a higher deficit ratio.
Signs of a sharp slowdown in the US economy sent Treasury prices sharply higher, despite another round of supply due to come on to the market after an afternoon auction of five-year notes.
Near midday the benchmark 30-year Treasury was 4.37 stronger at 98 1/2 to yield 6.896 per cent, a four basis point drop from its level of late Wednesday. At the start of the maturity spectrum, the two-year note was 1/32 stronger at 98 1/8, yielding 8.034 per cent. The December 30-year bond future rose 1/4 to 109 1/4.
The two-year to 30-year yield curve reversed its recent trend and flattened by two basis points as data on durable goods orders suggested that the economy was slowing. The Commerce Department said that durable goods orders tumbled 3.1 per cent in August while economists had expected a 0.1 per cent increase.
Economists warned that the data tend to be volatile, but they were in general agreement that the sharp rise could reduce fears of inflation.
"We are likely to see a very healthy rebound in the September orders data," said Mr Josep Liro, of CIBC World Gundy. "Nevertheless, the weakness in the August durable goods orders report fits well with the Federal Reserve's belief that the economy is slowing enough in the second half to head-off building inflationary pressures."
Existing five-year notes added 1/8 to 100 1/2 to yield 6.409 per cent, as the market prepared for the Treasury's auction of \$12.5bn of new five-year notes. On Wednesday, the market rallied after relatively strong demand was shown at a two-year note auction.

Tag Heuer issue set for heavy oversubscription

Two years ago the prospect of international institutions buying shares in Tag Heuer, then a small Swiss manufacturer of diving watches, might have seemed unlikely. But the company is today set to raise some \$100m in an international issue expected to be heavily oversubscribed.
Investors have been excited by several elements of the Tag Heuer story. Since the current management team was recruited from Booz, Allen & Hamilton in 1988, it has seen sales and profits increase consistently. It has successfully changed its brand image, repositioning itself as a luxury sports watch maker.
Consolidated net sales have increased from SF58m in 1988 to SF380m in 1995, with sales rising particularly sharply in east Asia. By making extensive use of outsourcing it has kept a firm grip on costs, lifting its return on capital employed to 111 per cent in 1995.
This record is impressive in itself, but it also stands comparison with the performance of other companies in luxury goods, a sub-sector whose shares are viewed as increasingly attractive.
Analysts argue that the polarisation of wealth as a result of worldwide economic liberalisation and growth in east Asia has created big pools of demand for branded upmarket fashion-wear, jewellery and accessories, underpinning fast growth in the sector.
Luxury goods companies are able to charge premium prices, helping them secure higher margins than their more conventional counterparts. SBC Warburg's European luxury lifestyle index - made up of 10 companies -

Northern Rock makes rare appearance in sterling

Also in the sterling sector, the European Investment Bank increased an outstanding £400m 10-year bond issue by a further £200m; when they were first launched in January, the bonds yielded 15 basis points over gilts, that gap narrowed to as little as 3 basis points recently, and yesterday's bonds were priced at 7 over gilts.
Joint leads BZW and HSEB Markets reported widespread institutional demand across Europe.
In the dollar sector, GECC issued \$250m of six-year bonds which attracted switching out of existing bonds by the same borrower, lead UBS said.
GECC's bonds maturing in January 2001 and February 2002 currently yield 3 basis points below Treasuries, "one of the new bonds were priced to yield 10 basis points over Treasuries."
UBS reported good sales to Swiss and Benelux retail accounts, as well as institu-

tions attracted by the short payment period.
GECC also issued DM225m of three-year bonds yielding 1 basis point below bunds, via SBC Warburg.
Also in D-Marks, a DM375m convertible bond for Bayer, the German chemicals and pharmaceuticals group, was three times subscribed, lead Deutsche Morgan Grenfell said. As a result, it was priced at the tight end of its indicated yield range: the bonds yield 3.8 per cent to maturity and have a conversion premium of 25 per cent.
The dollar market was abuzz with talk of a possible global issue for Brazil, which was seeking bids for \$750m of five-year or 10-year bonds. Dealers said the likely pricing was hard to assess, following recent buy-backs by Mexico and the Philippines.
Brazil's Aesita, the largest specialty steel producer in Latin America, issued \$150m of which was

such demand that the yield spread narrowed to 457 basis points over Treasuries from an earlier 500 basis points at launch, lead manager ABN Amro Hoare Govett said.
The World Bank tapped the Czech koruna sector with the first deal in that currency to be aimed primarily at US investors. The Korona one-year issue takes advantage of the bank's special status, whereby any issues launched in global registered note form can be sold immediately into the US rather than after a 40-day seasoning period, lead manager ING Barings said.
Ms Camilla Reeves, fund manager with Hambros, agrees and says she will not be buying the stock. "It is all looking a bit bubbly. You really are giving them the benefit of the doubt if you pay out these multiples," she argues.

Richard Lapper

WORLD BOND PRICES

Table with columns: Country, Coupon, Maturity, Bid, Ask, Spread. Includes sub-sections for Benchmark Government Bonds, US Interest Rates, and UK Gilts Prices.

INTERNATIONAL BOND ISSUES

Table with columns: Issuer, Amount, Coupon, Maturity, Price, Yield, Spread, Bookrunner. Lists various international bond offerings from countries like Australia, Canada, France, Germany, etc.

FT-ACTUARIES FIXED INTEREST INDICES

Table with columns: Index Name, Value, Change, Volatility. Lists various fixed interest indices such as US Treasury Bond Futures, UK Gilts Prices, etc.

OTHER FIXED INTEREST

Table with columns: Index Name, Value, Change, Volatility. Lists other fixed interest indices including International Bond Indices and various regional bond indices.

مقالات الاقتصاد

CURRENCIES AND MONEY

US and Europe thrive on D-Mark's decline

MARKETS REPORT

By Richard Adams

The D-Mark fell heavily in currency trading yesterday, squeezed between bullish US bond markets on one side and a rising tide of optimism about the European single currency on the other.

The dollar and sterling both benefited from increased demand for government bonds during the day. The Italian lira was at its strongest level against the D-Mark for two years.

US financial markets continued to rally after the Federal Reserve's decision to hold interest rates static. It was further boosted by mild economic data, which some thought justified the FOMC's decision not to raise rates.

The dollar surged by over a penny against the D-Mark, to DML5217 by the close of trading in London. The dollar had closed the previous day at DML5102.

Sterling jumped a penny

and a half point against the D-Mark, ending the day at DML5274 from DML5267.

The Bank of England's sterling trade-weighted index rose from 86.4 to 86.8 by the close.

But the day's star performer was the Italian lira, which reached its highest peak against the D-Mark since August 1994. The lira closed at L1,001, from L1,003, but during intra-day trading it touched 1996.

Further signs of the D-Mark's weakness could be seen in its value against the Ecu. At the end of last week, one Ecu was worth DML895, but yesterday the D-Mark had fallen to DML906.

The Swiss National Bank surprised some in the market, by cutting its discount rate to 1.0 per cent, from 1.5

per cent.

The rising strength of the dollar and sterling followed stronger government bond prices, as inflation expectations receded.

Short starting interest rate futures contracts for 1997 and 1998 rose sharply. December 1997 prices rose 10 basis points, while September 1998 contracts rose 11 basis points.

Mr Philip Shaw, chief economist at Union Discount in London, said: "Short starting is benefiting from the low-through of the Fed's decision not to raise rates."

"Otherwise, the markets are rallying generally, and there are lots of convergence trades. There's also more optimism that some of the smaller countries will qualify for Ecu, and there's been a narrowing of bond spreads in the high-yielding countries over Germany."

Mr Neil MacKinnon, chief economist at Citibank in London, said the market was



"cautiously bullish," following benign inflation data in the UK and the US.

But he said that the "litmus test" for the Federal Reserve's decision would be the labour market report next week, for signs of pressure on wages.

A Swiss National Bank spokesman said the central bank's decision to cut rates was aimed at "reassuring

the market that the interest rate decline that took place since August will not be reversed."

Since then the Swiss central bank has been supplying liquidity to the market, in an effort to aid Swiss exporters. Despite the D-Mark's overall weakness, the Swiss franc still fell against the German currency from SF1.8317 to SF1.8222. Against the dollar the franc fell from SF1.2885 to SF1.2816.

The Italian lira's rise came on the eve of today's 1997 budget announcement. The first indications of the budget last night were for spending cuts of L50,000bn and the introduction of a special "European" tax. That would

combine to cut the budget deficit to below 3 per cent of GDP, a major requirement for membership of European monetary union under the Maastricht treaty.

The budget efforts, combined with bullish sentiment in favour of Ecu going ahead, has boosted the Italian currency against the D-Mark in recent sessions.

Mr Marco Tudisco, head of spot trading at Banque Indosuez in Milan, said: "Once the budget talks in parliament finish, the lira could quickly reach a new low."

Mr Tudisco thought the lira was likely to stabilise around L1,000 to the D-Mark. But Mr Chris Tinker, an analyst at Standard Chartered in London, was not convinced: "You can see the lira running out of steam, unless the budget is totally brilliant," he said.

For the latest market update, ring FT Cityline on +44 900 200909

To subscribe, call +44 171 873 4378

POUND SPOT FORWARD AGAINST THE POUND

Table with columns for Country, Currency, and various market data points for the Pound Spot Forward.

DOLLAR SPOT FORWARD AGAINST THE DOLLAR

Table with columns for Country, Currency, and various market data points for the Dollar Spot Forward.

CROSS RATES AND DERIVATIVES

Table listing cross rates and derivatives for various currencies including DM, SF, and Yen.

UK INTEREST RATES

Table showing UK interest rates for various terms like 7 days, 1 month, 3 months, 6 months, and 1 year.

BASE LENDING RATES

Table listing base lending rates for various banks such as Citibank, HSBC, and others.

EXCHANGE CROSS RATES

Table showing exchange cross rates for various currencies like Euro, Yen, and others.

EMS EUROPEAN CURRENCY UNIT RATES

Table showing EMS European Currency Unit rates for various countries.

THREE MONTH STERLING FUTURES

Table showing three month sterling futures prices and changes.

THREE MONTH EURO DOLLAR FUTURES

Table showing three month Euro Dollar futures prices and changes.

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WORLD INTEREST RATES

Table showing world interest rates for various countries and currencies.

EURO CURRENCY INTEREST RATES

Table showing Euro currency interest rates for various currencies.

THREE MONTH STERLING FUTURES

Table showing three month sterling futures prices and changes.

THREE MONTH EURO DOLLAR FUTURES

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THREE MONTH EURO DOLLAR FUTURES

Table showing three month Euro Dollar futures prices and changes.

THREE MONTH EURO DOLLAR FUTURES

Table showing three month Euro Dollar futures prices and changes.

Advertisement for KEPCO, growing with Kansai, featuring a map of Kansai and text about electricity sales.

Advertisement for STET, featuring the STET logo and text about the company's financial performance.

Advertisement for SCHRODER INTERNATIONAL SELECTION FUND, featuring the fund's name and details about its investment strategy.

Advertisement for DIVIDEND NOTICE, featuring the text of a dividend payment notice from Schroder.

COMMODITIES AND AGRICULTURE

Gold miners look for growth

By Kenneth Gooding, Mining Correspondent

The chairman or chief executives of six of the world's biggest gold companies, between them accounting for about one third of global production, were brought together in London yesterday to paint a picture of an industry on the verge of explosive growth as huge areas of the world opened up for exploration for the first time in decades.

last IMF gold disposal, in the late 1970s, the gold price rallied sharply. None of the senior gold company executives present - Mr Ron Cambre, chairman of Newmont Gold of the US; Mr Tom Dale, managing director of AngloGold of South Africa; Mr Robert Champlon of Crespigny, chairman of Normandy Mining of Australia; Mr Sam Joash, chief executive of Asbanti of Ghana; Mr Peter Munk, chairman of Barrick Gold of Canada; and Mr John Wilson, president of Placer Dome, another Canadian group - were expecting to receive much help from the price.

European millers face wheat quality problems

Top grade supplies are short, writes John Buckley

European Union supplies of high quality bread-wheat are likely to be tight in the year ahead, in spite of a probable record cereal harvest, traders and industry officials warn.

World harvest estimates raised

By Richard Mooney

The International Grains Council has increased its forecast for 1996-97 wheat production in response to confirmation of favourable harvests in the Northern Hemisphere, and excellent prospects in Argentina and Australia.

English farmers' incomes up again

By Maggie Urry

English farmers' incomes have risen for a third successive year to their highest level ever, according to a survey by Deloitte & Touche.

However, Mr Hedley Lewis warned the average annual income could fall to £105 per hectare. He based the forecast on an assumption of a 15 per cent fall in cereal prices and a tip a litre drop in milk prices.

Deloitte & Touche said that the difference between the most and least profitable farmers was not a matter of farm size, but depended more on their skill as farmers.

On BSE (bovine spongiform encephalopathy) Mr Hedley Lewis said: "Farmers are probably not going to be affected as badly financially as one might think."

Disposing of this year's cereal surplus plus into export markets already poses Europe's farmers with a gigantic challenge, according to brokers and merchants. On the latest crop estimates, the EU could have an extra 15m to 18m tonnes of grain to dispose of in the coming 12 months (even after taking account of much lower intervention stocks).

A smaller upward adjustment has been made to the coarse grains forecast, but as the consumption figure has been adjusted downwards the stocks projection is raised quite significantly.

COMMODITIES PRICES

BASE METALS

Table with columns for metal type (Aluminum, Copper, Lead, Nickel, Tin, Zinc), unit, and price. Includes sub-sections for London Metal Exchange and Precious Metals continued.

GRAINS AND OIL SEEDS

Table with columns for grain type (Wheat, Maize, Soybeans, Barley), unit, and price.

SOFTS

Table with columns for soft commodity type (Cocoa, Coffee, Sugar), unit, and price.

MEAT AND LIVESTOCK

Table with columns for meat/livestock type (Cattle, Hogs, Sheep, Pigs), unit, and price.

ENERGY

Table with columns for energy type (Crude Oil, Heating Oil, Gas Oil), unit, and price.

PRECIOUS METALS

Table with columns for precious metal type (Gold, Silver, Platinum, Palladium), unit, and price.

FUTURES DATA

Table with columns for futures contract type (Wheat, Corn, Soybeans, etc.), month, and price.

INDICES

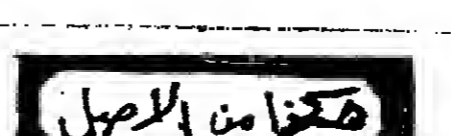
Table with columns for index type (DAX, Nikkei, FTSE, etc.), date, and value.

JOTTER PAD: A grid for handwritten notes.

CROSSWORD

No.9,184 Set by ADAMANT: A crossword puzzle grid.

- 1 Can be aimed at a windgap (9)
2 Prevent a doctor having run-in (5)
3 Understood one was in the business of good manners (5)
4 Flogging British consumer action (7)
5 Came out when English formed a federation (7)
6 Bit of a cat (4)
7 Make certain right away to follow (5)
8 Will try out soldiers at the borders (9)
9 Money I look over, brother (10)
10 Plain state (4)
11 Continuing to push bishop into helping (7)
12 Permanent rule - had for revolution (7)
13 Xingpin at mixing cocktail (4,5)
14 Being caught falsifying it on CV is criminal (7)
15 Mean to take part in enormous scam (4)
16 After chaotic demob I intended losing a material possession (10)
17 Arranged grandiose refurbishing (9)
18 One in daily seat (5)
19 A louse, the engineer was explosive (5)
20 Unknown people put Rover into the streets (9)
21 Abandon the trench (5)
22 Broadcast trope once of signal quality (5)
23 Spots crowds of people (10)



Offshore Funds and Insurances

FT MANAGED FUNDS SERVICE

FT Cityline Unit Trust Prices are available over the telephone. Call the FT Cityline Help Desk on (+44 171) 874 4378 for more details.

LUXEMBOURG (SIB RECOGNISED)

Main table containing fund names, ISIN numbers, and performance metrics. Includes sub-sections for 'LUXEMBOURG (SIB RECOGNISED)', 'LUXEMBOURG (REGULATED)', and 'LUXEMBOURG (SIB RECOGNISED)'. Each entry lists the fund name, its ISIN, and various performance indicators such as price, change, and volume.

OFFSHORE INSURANCES

Table listing offshore insurance companies and their products. Columns include company name, product type, and other relevant details.

Handwritten signature or mark at the bottom of the page.

FT MANAGED FUNDS SERVICE

Offshore Insurances and Other Funds

FT Cityline Unit Trust Prices are available over the telephone. Call the FT Cityline Help Desk on (+44 1753) 878 878 for more details.

Main table listing various FT Managed Funds with columns for fund name, price, and performance metrics. Includes sections for FT Cityline Unit Trusts, FT Cityline Managed Funds, and FT Cityline Offshore Funds.

OTHER OFFSHORE FUNDS

Table listing other offshore funds such as ATP Management Ltd, AIA Asset Management, and others.

FAX PAYS DIVIDENDS. RICOH ISDN Fax. Freephone 0800 303050

MANAGED FUNDS NOTES: Please refer to the notes on pages 30 and 31 for details on the funds listed in this advertisement. The notes contain information on the risks involved in investing in these funds, the charges payable by investors, and the rights of investors.

LONDON SHARE SERVICE

ALCOHOLIC BEVERAGES

Table listing companies in the Alcoholic Beverages sector with columns for company name, price, and change.

BANKS, MERCHANT

Table listing companies in the Banks, Merchant sector.

BANKS, RETAIL

Table listing companies in the Banks, Retail sector.

BREWERIES, PUBS & REST

Table listing companies in the Breweries, Pubs & Rest sector.

BUILDING & CONSTRUCTION

Table listing companies in the Building & Construction sector.

BUILDING MATS. & MERCHANTS

Table listing companies in the Building Mats. & Merchants sector.

CHEMICALS

Table listing companies in the Chemicals sector.

CHEMICALS - Cont.

Continuation of Chemicals sector table.

DISTRIBUTORS

Table listing companies in the Distributors sector.

DIVERSIFIED INDUSTRIALS

Table listing companies in the Diversified Industrials sector.

ELECTRICITY

Table listing companies in the Electricity sector.

ELECTRONIC & ELECTRICAL EQPT

Table listing companies in the Electronic & Electrical Eqpt sector.

ENGINEERING, VEHICLES

Table listing companies in the Engineering, Vehicles sector.

EXTRACTIVE INDUSTRIES

Table listing companies in the Extractive Industries sector.

ELECTRONIC & ELECTRICAL EQPT - Cont.

Continuation of Electronic & Electrical Eqpt sector table.

ENGINEERING

Table listing companies in the Engineering sector.

EXTRACTIVE INDUSTRIES - Cont.

Continuation of Extractive Industries sector table.

FOOD PRODUCERS

Table listing companies in the Food Producers sector.

GAS DISTRIBUTION

Table listing companies in the Gas Distribution sector.

HEALTH CARE

Table listing companies in the Health Care sector.

HOUSEHOLD GOODS

Table listing companies in the Household Goods sector.

EXTRACTIVE INDUSTRIES - Cont.

Continuation of Extractive Industries sector table.

INSURANCE

Table listing companies in the Insurance sector.

INVESTMENT TRUSTS

Table listing companies in the Investment Trusts sector.

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Table listing companies in the Investment Trusts sector.

HOUSEHOLD GOODS - Cont.

Continuation of Household Goods sector table.

INSURANCE

Table listing companies in the Insurance sector.

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INVESTMENT TRUSTS - Cont.

Continuation of Investment Trusts sector table.

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Advertisement for SPECTACLE car finance, featuring an image of glasses and contact information for ACL.

Handwritten Arabic text at the bottom of the page.

LONDON SHARE SERVICE

BUY TRUSTS SPLIT CAPITAL - Cont.

Table listing various investment trusts with columns for Name, Price, and % Chg.

OTHER INVESTMENT TRUSTS

Table listing other investment trusts with columns for Name, Price, and % Chg.

INVESTMENT COMPANIES

Table listing investment companies with columns for Name, Price, and % Chg.

LEISURE & HOTELS

Table listing leisure and hotel companies with columns for Name, Price, and % Chg.

LEISURE & HOTELS - Cont.

Table listing leisure and hotel companies (continued) with columns for Name, Price, and % Chg.

LIFE ASSURANCE

Table listing life assurance companies with columns for Name, Price, and % Chg.

MEDIA

Table listing media companies with columns for Name, Price, and % Chg.

LEISURE & HOTELS

Table listing leisure and hotel companies (continued) with columns for Name, Price, and % Chg.

PAPER, PACKAGING & PRINTING - Cont.

Table listing paper, packaging, and printing companies (continued) with columns for Name, Price, and % Chg.

PHARMACEUTICALS

Table listing pharmaceutical companies with columns for Name, Price, and % Chg.

PROPERTY

Table listing property companies with columns for Name, Price, and % Chg.

PROPERTY - Cont.

Table listing property companies (continued) with columns for Name, Price, and % Chg.

RETAILERS, FOOD

Table listing retailers and food companies with columns for Name, Price, and % Chg.

RETAILERS, GENERAL

Table listing general retailers with columns for Name, Price, and % Chg.

SUPPORT SERVICES

Table listing support services companies with columns for Name, Price, and % Chg.

SUPPORT SERVICES - Cont.

Table listing support services companies (continued) with columns for Name, Price, and % Chg.

TELECOMMUNICATIONS - Cont.

Table listing telecommunications companies (continued) with columns for Name, Price, and % Chg.

TEXTILES & APPAREL

Table listing textiles and apparel companies with columns for Name, Price, and % Chg.

TOBACCO

Table listing tobacco companies with columns for Name, Price, and % Chg.

TRANSPORT

Table listing transport companies with columns for Name, Price, and % Chg.

AIM - Cont.

Table listing AIM companies (continued) with columns for Name, Price, and % Chg.

AMERICANS

Table listing American companies with columns for Name, Price, and % Chg.

CANADIANS

Table listing Canadian companies with columns for Name, Price, and % Chg.

SOUTH AFRICANS

Table listing South African companies with columns for Name, Price, and % Chg.

Advertisement for Haydock Motorway Network relocation. Text: 'WE RELOCATED TWO OF OUR OPERATIONS TO HAYDOCK TO BE AT A HUB OF THE NATIONAL MOTORWAY NETWORK'. Includes contact info for John Nichols.

GUIDE TO LONDON SHARE SERVICE

Guide to London Share Service. Includes information on prices, company classifications, and market capitalization.

FT Free Annual Reports Service

FT Free Annual Reports Service. Details on obtaining annual reports for various companies.

LONDON STOCK EXCHANGE

Equities struggle to make fresh progress

MARKET REPORT
By Steve Thompson,
UK Stock Market Editor

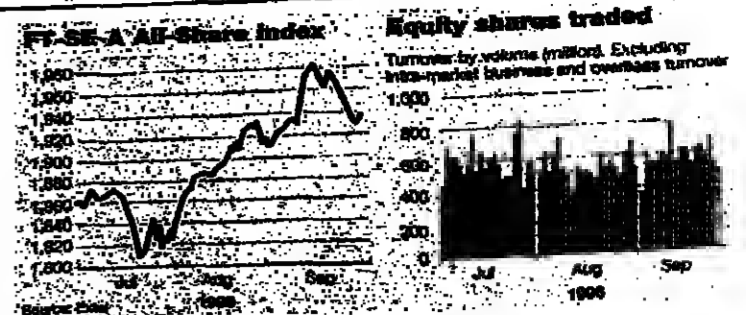
The last of the great privatisations, AEA Technology, made a powerful stock market debut, but not even the enthusiasm generated by that story was sufficient to keep the FT-SE 100 index in positive ground yesterday.

est rates steady against widespread predictions of an increase. Second line stocks were not really challenged, enabling the FT-SE Mid 250 to edge a net 1.8 ahead at 4,404.9.

look further and further away. The head of marketmaking at one big European securities house concurred with that opinion. "We're being blown one way and then the other and lacking direction, which is normally a bad omen."

towards 4,000. "Of all the bid stories that have been driving the market in recent months, we definitely need a bid for a Zeneca, Legal & General or Royal Bank of Scotland, to inject more urgency into the market," the market-maker said.

with gains of around 12 ticks. AEA Technology, part of the old Atomic Energy Authority, raced higher, eventually closing at a 15 per cent premium to its 250p flotation price. Turnover in the stock represented around 3 per cent of the market.



Indices and rates table showing FT-SE 100, FT-SE Mid 250, FT-SE All-Share, and various interest rates and yields.

All the way with AEA

By Peter John and Joel Kibazo

Heavy demand for newly privatised science and technology company AEA Technology brought turnover of 30m, making it one of the day's most heavily dealt stocks on its first day of trading.

the top end of market expectations. However, that had tailed off by mid-morning and a detailed look at the breakdown of the figures triggered a wave of selling.

A boost for Thames Water, the country's second highest water utility, reflected a slight shift in political expectations yesterday.

has been assumed that Yorkshire had earmarked the cash for a bid but had lost out. Yorkshire shares added 12 1/2 at 75 1/2p on the buy-back story while United eased to 58 1/2p.

The market has been factoring in a win for the opposition Labour party for some time and utilities have suffered because of expectations of increased regulatory pressures from a Labour government.

next year by around 4 per cent. On Wednesday, Warburg hosted a visit for institutional clients to the company's headquarters and one of its plants.

Zeneca, the pharmaceuticals group, slipped 7 1/2 to 154 1/2p after Bayer, the German chemicals and drugs group, reiterated that it did not intend to launch a takeover bid.

type - as well as simplification of the divisional structure - will be needed before P&O can catch up from its years of underperformance."

Among retailing stocks, Dixons continued to be out of favour and the shares eased 9 to 52 1/2p. General proff-taking, together with concerns about UK interest rates have combined to drive the stock lower.

FUTURES AND OPTIONS

Table of futures and options prices for FT-SE 100, FT-SE Mid 250, and Euro Style FT-SE 100.

TRADING VOLUME

Table of trading volume for major stocks including AstraZeneca, BHP, British Airways, etc.

Guinness flat

International drinks group Guinness gave up early gains as several brokers moved to downgrade full year profit expectations.

Southern hint

Expectation of an asset shift within the electricity sector led to a small slide in Southern Electric.

FINANCIAL TIMES EQUITY INDICES

Table of financial times equity indices including FT-SE 100, FT-SE Mid 250, and various sector indices.

LONDON RECENT ISSUES: EQUITIES

Table of London recent issues including AstraZeneca, BHP, British Airways, etc.

FT GOLD MINES INDEX

Table of FT Gold Mines Index showing price and volume.

TAX-ACCOUNTING-LAW

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FT-SE Actuaries Share Indices

Table of FT-SE Actuaries Share Indices showing various industry baskets.

Hourly movements

Table of hourly movements for FT-SE 100, FT-SE Mid 250, and FT-SE All-Share.

FT-SE Actuaries 350 Industry baskets

Table of FT-SE Actuaries 350 Industry baskets including Mining & Chemicals, Pharmaceuticals, Water, Banks, Retail, etc.

Additional information on the FT-SE Actuaries Share Indices is published in Statutory Issues. The FT-SE Actuaries Share Indices are calculated by FTSE International Limited in conjunction with the Faculty of Actuaries and the Institute of Actuaries. All Rights Reserved. The FT-SE Actuaries Share Indices are calculated in accordance with a standard set of ground rules established by FTSE International Limited and the Faculty of Actuaries and the Institute of Actuaries. FT-SE and "Financial Times" are trademarks of the Faculty of Actuaries and the Institute of Actuaries. FT-SE and "Financial Times" are used by FTSE International Limited under licence. Author: The WMI Company. * Sector P/E ratios greater than 80 and not covered greater than 30 are not shown. † Values are negative.

صفحات الاصل

Highs & Lows shown on a 52 week basis

WORLD STOCK MARKETS

Table of stock market data for various regions including Europe (Austria, Germany, Italy, Netherlands, France, Finland, Denmark), International (Belgium, Czech Rep, Germany, Poland, Switzerland), and Asia (Japan, Korea, Taiwan, Thailand, Hong Kong, Singapore, Malaysia, Indonesia, New Zealand, South Africa, Africa).

Advertisement for Rockwell Automatic Call Distributor (ACD) technology, which handles high volume in-coming calls, was pioneered by Rockwell. Includes Rockwell logo.

INDICES

Table of stock indices for various countries including Argentina, Australia, Austria, Belgium, Canada, Denmark, France, Germany, Greece, Hong Kong, India, Indonesia, Japan, Korea, Malaysia, Mexico, New Zealand, Norway, Singapore, South Africa, South Korea, Sweden, Switzerland, Taiwan, Thailand, UK, USA, and others.

US INDICES

Table of US stock indices including Dow Jones, S & P 500, NASDAQ, and various sector indices like Energy, Chemicals, and Technology.

AUSTRALIA

Table of Australian stock market data including major indices and individual stock prices.

SOUTH AFRICA

Table of South African stock market data including major indices and individual stock prices.

INDEX FUTURES

Table of index futures contracts for various markets including S&P 500, Dow Jones, and others.

NORTH AMERICA

Table of North American stock market data including Toronto, Montreal, and other regional indices.

NEW YORK ACTIVE STOCKS

Table of active stock trading in New York, listing stock symbols, prices, and volume.

YOKOHAMA

Table of stock market data for the Tokyo/Yokohama region, listing various stocks and their prices.

NEW YORK STOCK EXCHANGE PRICES

4 pm close September 26

Main table of stock prices with columns for stock symbols, prices, and changes. Includes sub-sections for Market Dynamics and various stock categories.

Market Dynamics advertisement for Hewlett-Packard, featuring a computer monitor and text: 'If the business decisions are yours, the computer system should be ours. http://www.hp.com/go/computing'

Handwritten Arabic text: 'مركز المصارف'

Continued on next page

NYSE PRICES

Table of NYSE stock prices including columns for stock name, price, change, and volume. Includes sub-sections for 'Continued from previous page', 'T', 'U', and 'X-Y-Z'.

NASDAQ NATIONAL MARKET

Table of NASDAQ stock prices including columns for stock name, price, change, and volume. Includes sub-sections for 'L', 'M', 'N', 'O', 'P', 'Q', 'R', 'S', 'T', 'U', 'V', 'W', 'X', 'Y', 'Z'.

AMEX PRICES

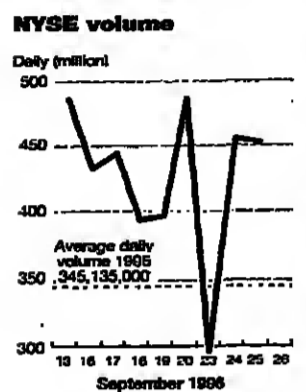
Table of AMEX stock prices including columns for stock name, price, change, and volume. Includes sub-sections for 'A', 'B', 'C', 'D', 'E', 'F', 'G', 'H', 'I', 'J', 'K', 'L', 'M', 'N', 'O', 'P', 'Q', 'R', 'S', 'T', 'U', 'V', 'W', 'X', 'Y', 'Z'.

Advertisement for 'Portugal' featuring the headline 'Have your FT hand delivered in Portugal.' and text about financial news delivery services.

Dow torn by mixed signals on economy

AMERICAS

Activity on the US equity market was volatile as shares were torn between fears that the economy might be slowing quickly and another day of strength in the bond market.



June 5. The Pacific Stock Exchange technology index added 1 per cent. The Dow Jones Industrial Average spent most of the early morning in negative territory before turning positive near 11am.

Caracas at record high

Leading Latin American bourses mostly moved ahead, notably Caracas which by the end of the morning session had climbed to an all-time high for the fifth day running.

S Africa gold stocks weaken

Shares in Johannesburg moved lower after a noticeable shakeout for gold stocks. The overall index ended off 25.3 at 6,934.5.

EUROPE

Self doubt pulled FRANKFURT back from its best levels but the Dax index, up almost 40 points over the previous two sessions, still closed 1.86 higher at an Ibis indicated 2,664.96.

After the recent strong run, it looked as if uncertainty had crept into sentiment, dealers said. The mixed opening session on Wall Street also kept activity in check.

ASIA PACIFIC

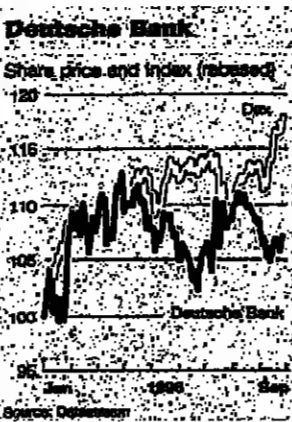
Active demand for Tokyo's semiconductor-related shares lifted the Nikkei index, which posted gains for the third consecutive trading day, writes Emiko Terazono.

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10 per cent stake in Cegetel, the Anglo-French telecom venture, gained DM5.50 to DM76. Schering rose DM2.05 to DM113.15 after Wednesday's promise of a better than expected dividend.

ASIA PACIFIC

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Wary Frankfurt climbs to third peak

sharply lower first half losses and upbeat trading statement. Media stocks generally were in demand with Havas gaining FF9.30 to FF741.3 and Canal Plus FF25 to FF1,255.

LVMH and Paribas both generated results-led disappointment. The luxury goods group shed FF43 to FF1,058 and Paribas retreated FF9.50 to FF325.5.

Credit Local de France dipped FF4.50 to FF440.4 on stock overhang worries after the government announced plans to sell its remaining 7.5 per cent stake.

AMSTERDAM fell back from midsession peaks as end of quarter factors made for dull volume. The AEX index closed 1.85 higher at 572.26 after trading a best of session 574.25.

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FT-SE Actuaries Share Indices

Table with columns for Sep 26, Sep 25, Sep 24, Sep 23, Sep 22, Sep 21, Sep 20, Sep 19. Rows include FT-SE 100, FT-SE 250, FT-SE 400, FT-SE 600, FT-SE 1000.

matching its record low and weakening the strong franc. Sulzer fell SF12 to SF7699 as the engineering group said that its 1996 group net profit was likely to be below the 1995 level.

Insurers were in focus. Zurich Insurance rose SF7 to SF744 after the company reported that first half net profit rose 32.7 per cent.

MILAN was pulled back from its highs by news late in the day of lower first half profits at Generali and Credito Italiano. The Comit index was 10.18 higher at 619.28, reflecting strong bonds and a firm lira, while the real time Mibtel index turned back from a high of 9,898 to close up 106 at 9,845.

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Speculative demand grips insurers in Helsinki

Sharp gains were recorded among Helsinki's insurance companies as speculation grew that a restructuring of ownership was under way in the sector.

The Hex general index rose 18.15 to 2,163.51, also helped by strong performances in Nokia and Hartwell, the beverages group.

Analysts said that the market was gripped by rumours that Merita, the banking group, might be reducing, or disposing of, its major holdings in two insurers, Pohjola and Sampo.

They added that Standa, the Swedish insurer, was a rumoured buyer. Pohjola jumped FM2.50 to FM91.50, off a two-year high of FM94.

ASIA PACIFIC

Active demand for Tokyo's semiconductor-related shares lifted the Nikkei index, which posted gains for the third consecutive trading day, writes Emiko Terazono.

Caracas at record high

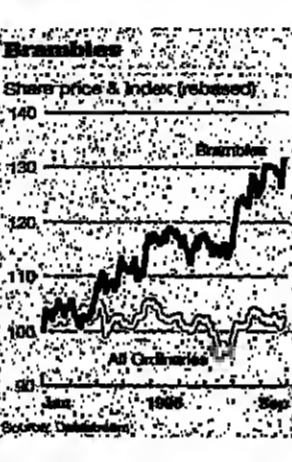
Leading Latin American bourses mostly moved ahead, notably Caracas which by the end of the morning session had climbed to an all-time high for the fifth day running.

S Africa gold stocks weaken

Shares in Johannesburg moved lower after a noticeable shakeout for gold stocks. The overall index ended off 25.3 at 6,934.5.

Semiconductors keep Nikkei on upward track

rose 50 cents to HK\$79.75, ahead of next week's results, while Cheung Kong rose 25 cents to HK\$67.00 and Henderson Land picked up 25 at HK\$64.50.



The Straits Times Industrials index rose 7.25 to 2,172.45 in thin volume of 83.7m shares.

SINGAPORE edged ahead on modest buying programmes in blue chips by funds turning their attention from Malaysia, but second liners turned sharply down.

Singapore Press foreign led the gainers, rising 40 cents to S\$25.40. Causeway Investment, a Malaysian speculative stock, rose 19 cents to S\$1.53.

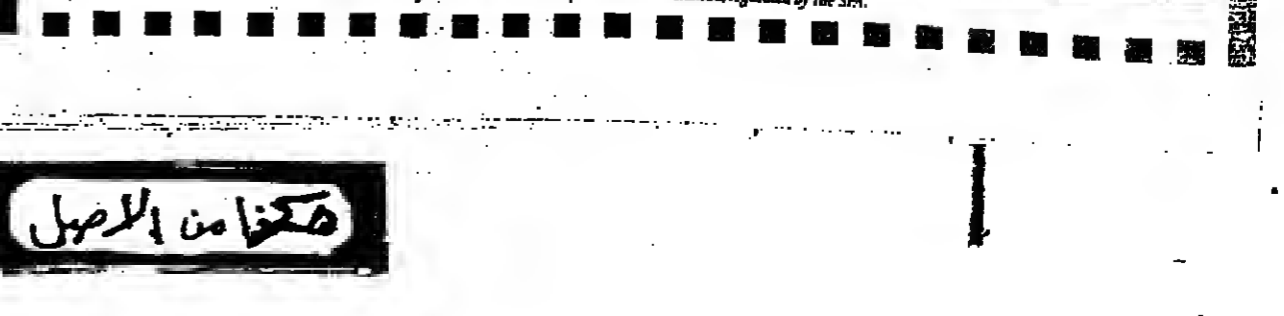
The Second Board index sank 24.86 at 600.55 while the blue chip composite index slipped 0.50 at 1,128.81 amid

rumours that some brokers were imposing restrictions on trading, including demanding a percentage of cash for share transactions up front.

KARACHI moved lower following an opposition call for a general strike. The 100-share index ended off 1.94 at 1,382.57.

Table titled 'FT/S&P ACTUARIES WORLD INDICES' showing regional and world indices for Wednesday September 25 1996 and Tuesday September 24 1996. Columns include Regional Markets, US Dollar Index, and Dollar Index.

Advertisement for 'Sale of the Married Quarters Estate' by NatWest Markets. Text includes 'Exchange of contracts for £1.66 billion', 'advised the Ministry of Defence on the structuring and execution of this innovative transaction', and contact information for Christopher Nicolle or Ian Marcus on 0171 375 5000.



*«Of all the neutrals **Switzerland** has the greatest right to distinction. She has been the sole international force linking the hideously sundered nations and ourselves. What does it matter whether she has been able to give us the commercial advantages we desire or has given too many to the Germans, to keep herself alive? She has been a **democratic State**, standing for freedom in self-defence among her mountains, and in thought, in spite of race, largely **on our side.**»*

*Winston S. Churchill
3 Dec 1944*

UK BUSINESS PARKS Towns back in focus

New government guidance makes plain that developers should target urban centres and gear any other schemes to public transport requirements, writes David Lawson

Patrick Deigman is keen to hear the latest news. "Tell me what Labour is announcing about relaxing planning rules", he pleads. Normally he would be among the first to know - and to give a reaction about the impact on property. As head of Arlington, Britain's highest business park developer, he has more at stake than most.

But he was interrupting a short overseas break last weekend as the Labour party's shadow planning spokesman, Keith Vaz, was airing the opposition party's ideas. Such holidays may be difficult to fit in nowadays; potential tenants have been waking up from a long hibernation which had begun to cast doubts on the future of a sector which promised so much when it flowered during the 1980s boom.

Further doubts arose as the government tightened the screws on out-of-town development. New guidance makes plain that developers should target town centres and gear any other schemes to public transport. Labour's hints that it will relax stringent conditions should, therefore, have added to Deigman's holiday relief.

He was already relaxed, however, insisting that developers have anticipated the politicians' fears. Rail and bus connections are as much part of prominent schemes as archetypal glass blocks set in rolling pastures nowadays. Even Stockley Park - a reclaimed rubbish tip near London's Heathrow airport which set the pattern for a generation of office estates - is fighting for a station on the neighbouring West Coast railway line.

In any case, big business parks could benefit from any clampdown on new development, say supporters. Poli-

underclass of sites scattered around the country is still waiting for businesses to make a move.

"There is a lot of site preparation and selling to owner-occupiers but no speculative development", says Kevin Storey, a partner with Healey & Baker, the international property consultancy. A few bright spots shine through the gloom. Akeler Developments is heavily committed to expansion on Daxford Park, Tynesida, flushed with the success of letting more than 250m sq ft at rents equivalent to £3 a sq ft. Some credit must go to the attraction of enterprise zone tax allowances, but chief executive Mark Glatman insists this has been icing on the cake.

"Success is no different to the rest of the property market", he says. "It depends on good location and the right specifications. Daxford has attracted a new breed of tenant, like London Electricity, setting up remote customer call centres. They need good local labour supplies and the flexibility of buildings finished only to shell and core."

Angus McIntosh agrees that much of the magic attached to the business park label is an illusion. Take-up is booming west of London, for instance, because that is where demand is traditionally high. "Try putting one north-east of the capital and see the result", he says.

This is why much of the 100m sq ft or so of planning permissions left over from the boom are unlikely to be activated before they run out. Rents are not high enough to justify development around most regional centres, and development finance is almost impossible to find, says Martyn Williams, investment partner with Healey & Baker.

Some schemes will continue as regeneration partnerships with local authorities. St Modwen, for instance, is working on 180

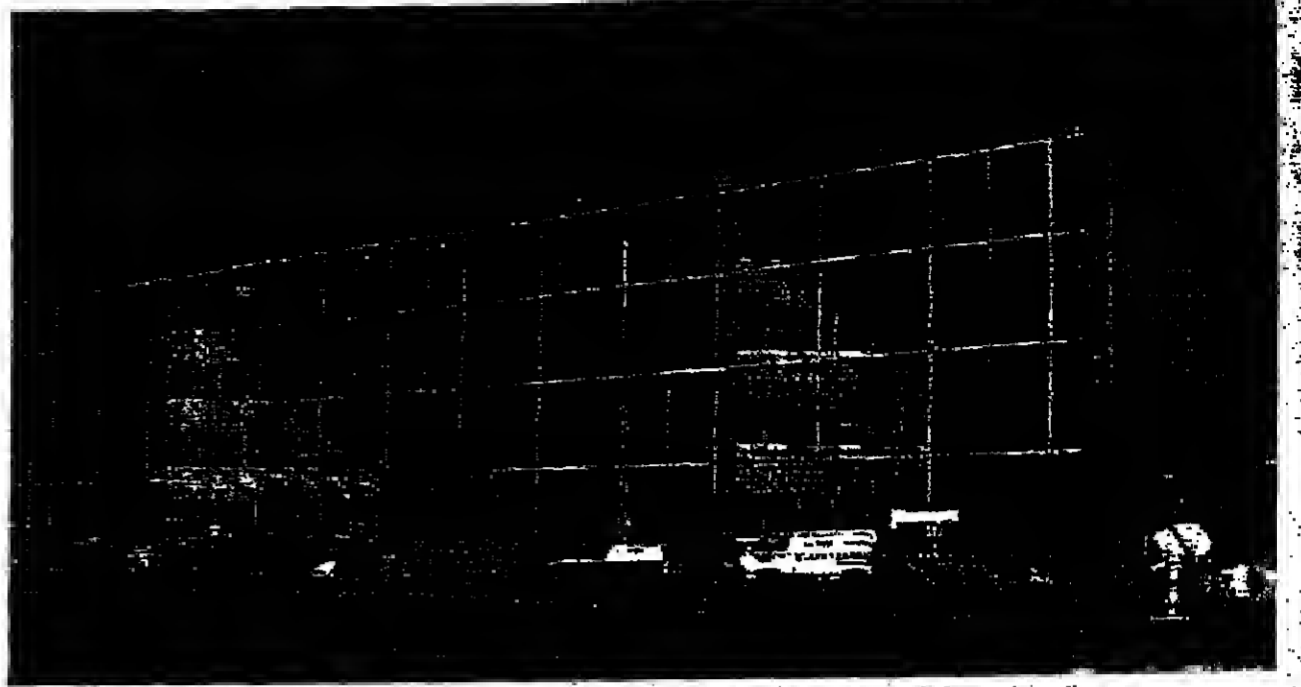
acres close to Derby city centre, while Arlington has linked with Manchester city council to transform 80 acres next to the airport into a business park. Others will languish, lacking the public access demanded by government and the local services required by big occupiers.

Established locations with such attributes will become even stronger, says Deigman. He is confident enough to be pushing forward with speculative development at Birmingham, Oxford and Reading. Argent has also started on 300,000 sq ft at Thames Valley Park, and a two-year hiatus at Stockley Park has been broken with a new phase which will see the first pure office building going up on the landmark site.

Such confidence appears justified on the basis of figures just published by Strutt & Parker and Investment Property Databank, showing that business park rents rose 12 per cent last year compared with an equivalent fall by town centre offices. Deigman says the struggle for development finance is easing as banks look for a way back into property to tap this growth and institutions move holdings out of cities.

Nagging doubts remain, however, about what waits over the horizon for these multi-million-pound assets. "No matter what planners decide, private transport will become more and more expensive over the years", says David Hinchings, of Healey & Baker. "Some parks could become isolated."

That does not mean the concept of the business park has to die. Brindleyplace in Birmingham and the GMEX renovation in central Manchester could be pointers to the future, with their public transport links and closeness to people and shopping. In other words, visions of comfortable, accessible and efficient working conditions could be transplanted back into city centres.



Stockley Park, near London's Heathrow airport, continues to expand. This building is due for completion next month

Tenants by Anne Steadman

Demands are changing

Choice of location can rest on cost, transport or simply a regional accent

Whatever the current status of the UK debate over the "feel-good" factor, some large multinational companies seem to have made up their minds. Several, mainly US and chiefly in the computer or communications sectors, have taken some strong, strategic decisions about the UK and about Europe - and are poised for growth on a grand scale.

Among recent examples are Microsoft and Oracle, both of which have acquired sites at Argent's Thames Valley Park, and are looking to develop buildings which could eventually total up to 500,000 sq ft and 350,000 sq ft respectively.

Some UK operations are also on the move. For instance, BT with its project Workstyle 2000, is in the market for more space to which it will relocate staff and provide environments which are suitable for modern work practices.

There is a consensus

among estate agents that many companies are reinstating or drawing up new medium-term business plans after sitting tight and putting all thoughts of relocation on ice during recessionary years.

Demand for business park space - in fact, all office space - has increased dramatically, according to Ian Worboys, of Strutt & Parker. The firm monitors the number of companies in the market for offices of over 25,000 sq ft on a quarterly basis. According to its figures, potential tenants are currently seeking a total of 4.76m sq ft in the area south of Birmingham. This compares with 2.2m sq ft a year ago.

There is a general shortage of suitable buildings in town centres, and even on the established business parks, to cope with this demand.

Although some new space is being built speculatively, this is the exception rather than the rule. One reason is that funding is a problem. Sources of finance are still cautious in most cases where there is not a pre-let. In addition, having taken the decision to move, many com-

panies are looking for custom-designed space with in-built flexibility.

For instance, says Healey & Baker's Kevin Hawthorn, large companies are likely to build individual blocks of between, say, 50,000 sq ft and 75,000 sq ft which may be linked and moved into or out of as needs change.

Many occupiers would prefer to buy their own sites, adds Chris Hlatt, of Jones Lang Wootton. In recognition of this most leading business park developers offer users a range of options. Arlington, for instance, will sell land or put together design and build packages on either a freehold or leasehold basis.

The pattern of demand has also changed, according to Hlatt. On one hand, he says, there are companies looking for between 20,000 sq ft and 70,000 to 80,000 sq ft which will probably accept existing buildings. But, he adds, there is then a gap with few requirements in the 100,000 sq ft to 150,000 sq ft range. On the other hand there are numerous companies looking for 200,000 to 400,000 sq ft.

There is a further complication in that many multina-

tionals searching for large corporate headquarters are firmly confining their searches to the area west and south of London, close to the M25 and M4 motorways as well as London's Heathrow and Gatwick airports.

The government is pushing the "Thames Gateway" area to the east of London and spending £76m on improvements to the M25 leading to the Channel Tunnel, but the area, as yet, appears not to figure in most companies' thinking.

Cost is apparently less of a factor than image. On the whole, says David Spaul, of Hillier Parker, the focus of most occupiers has switched from simply saving costs to the improvement of productivity per employee with the provision of efficient space in pleasant surroundings.

But for a whole range of other occupiers, cost is still a very important consideration. Mark Glatman's Akeler is developing Daxford, a business park with Enterprise Zone status near Sunderland in north-east England. Among tenants are Nike, with its UK head

Continued on next page

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Information about the property and instructions for interested buyers may be obtained by providing a letter of interest to James W. Durham at the following address or facsimile number.

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Office of Contracts, Box FT
330 C Street, S.W., Rm. 1611.
Washington, DC 20547
Facsimile No. 202 205 5466

Letters of interest shall be provided no later than 14 days from the date of publication.

مكتبة الامير

UK BUSINESS PARKS

Changes in the demand pattern

From previous page
quarters, and London Electricity's services centre.

Customer service centres, along with the growing number of other "call centres" set up by direct financial service operations such as banks and insurance companies...

John Vigar, of Richard Ellis, points out that, despite the desire for improved access to business parks by public transport...

One company to disagree with these findings is QVC, the television shopping channel...

Investment by David Lawson

Green shoots prosper

A recent surge in lettings and purchases offers reasons for optimism

Property investors are a conservative group. That may not seem obvious when massive projects such as Canary Wharf and plans for an even bigger London office tower grab headlines...

There are signs that this is beginning to change. Net investment reached £33m last year after an £18m boost in development spending...



Oxford Science Park sees the provision of good restaurant facilities for a company's workforce as an important factor in attracting new tenants

Specialist centres by Anne Steadman

Community spirit

Some parks specialise, while others offer a wider range of attractions

It seems a long time since the mid-1980s when the term business park was loosely applied to any motley collection of high-tech sheds...

Still others are being developed into fully integrated communities which include facilities such as creches, shopping, hotels and restaurants...

getting", according to the Prudential's Mike Rolls. One of the early phases at Oxford was the Innovation Centre...

Oxford Science Park specialises in technology and pharmaceutical tenants, and the international reputation of the university means that it can afford to be selective...

Andrew McGregor, of chartered surveyors Chesterton, says Celtic Gateway has already attracted potential tenants of up to 20,000 sq ft...

smart corporate headquarters. So access roads for, say, industrial users must be segregated from those for office users...

The Prudential is about to embark on the development of a 2.25m sq ft park at Junction 11 of the M4 Close to Reading...

Facilities at this site, beside the M25 and close to the Bluewater shopping centre which is scheduled to start trading in 1998...

Business park developers are responding to government transport policy of encouraging public transport rather than private cars...

THE PROPERTY MARKET

Building big from a small base

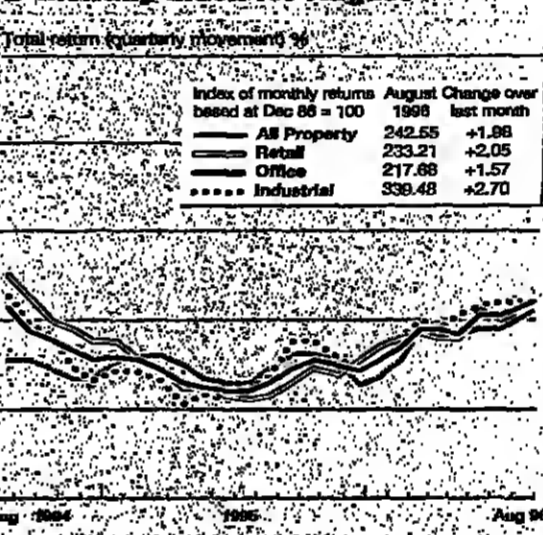
Simon London on Helical Bar's strategy

Michael Slade, managing director of Helical Bar, has a big personality. In a property market peopled by extroverts...

Famous in the late 1980s as one of the UK's most highly paid executives, he turned Helical Bar from a small steel company into one of the UK's most successful property developers...

The first fruits of Helical Bar's development programme were evident in this week's interim figures...

Helical Bar's slice of the development profit depends on how quickly it can find tenants...



Commercial rise

Total returns from commercial property strengthened to 0.8 per cent in August with the IPD monthly index reaching 242.55. Capital values increased by 0.1 per cent, led by the retail sector...

Advertisement for '4-Season Mountain Village in the Heart of the Andes, Chile'. Includes text about the location, facilities, and contact information for Saladillo Chile Reconversion Project.

A collection of real estate advertisements including 'Birmingham works better', 'Estates Today', 'PARIS GARE DU NORD/GARE DE L'EST', 'RES. DEVELOPMENT - ALGARVE', 'SAVILLS', 'LUXURY FULLY FURNISHED OFFICES', 'Perth Airport', 'John Clegg & Co', 'Ryden', and 'CREST SPORTS & LEISURE CLUB'.

MANAGEMENT



John Kay

A quest for truth

Textbooks may offer differing opinions, but the profession should pursue a scientific approach to its development

As with other applied professional activities - law or medicine or engineering - management requires natural ability, enhanced by practical experience, which no one can teach.

But there is an obvious difference between business and these other subjects. No one is taken seriously as a lawyer, doctor or engineer if they have not been through an extended course of formal education in the subject. But only a small minority of practising managers have studied management. Many of them barely disguise their contempt for the kind of business training exemplified by an MBA.

There is a valid reason for this, but it is not that management is fundamentally different from these subjects.

It is hardly likely that we can train people to be qualified and to be better lawyers, doctors, or engineers, that we can teach them French, wood carving or how to have a more fulfilling sex life, and yet find it impossible to teach them to be better managers.

It is quite wrong to claim that practical skills cannot be taught, or made the subject of systematic research. Of course you need innate ability, and of course you improve with experience, but it does not follow that your innate abilities cannot be enhanced by training, or that practical experience cannot be modified and accelerated.

How often have we learnt something by experience, and thought "if only someone had told me that"? However the study of management is rather different from these other subjects. What differentiates them is that in law, in medicine, in engineering and in French - and even in wood carving and sex therapy - there is a broadly agreed body of knowledge which every competent practitioner must acquire.

Not so in management - or at least it is hard to disentangle that agreed body of knowledge from all the guff.

You will find many textbooks on medicine in the bookshops, just as you will find many texts on management in the bookshops. But the texts on medicine which cover the same subject will all say broadly the same thing. The corresponding management texts will say very different things. Indeed most of them will tell you that what is in all the others is wrong.

Management today has barely emerged from the pre-scientific era in which medicine existed 200 years ago, when it was mostly nonsense. Doctors peddled universal remedies for all ailments, prescribing absurd treatments such as sweating or bloodletting in nearly complete ignorance.

The status of these practitioners depended less on the evidence of their cures than on the confidence of their assertions and the prestige of their patients. There is a striking resemblance between Sir Colenso Ridgeway, Shaw's great physician, who would shout "stimulate the fagocytes" to great acclaim on every possible occasion, and the modern management guru.

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Sometimes the results were harmful, sometimes fortuitously beneficial. But that was mostly a matter of chance. And yet people went on believing in this pre-scientific medicine - indeed some still do. Everyone wants to believe that medicine works, and clings to that faith in spite of contrary evidence. And the evidence is difficult to interpret. Mostly you get better anyway; and when you die it is probably not your doctor's fault.

This is also true of management theories. However the evolution of modern medicine should give us hope. Although there is still a lot that we do not know about medicine, there is a lot that we do know.

That knowledge came partly from careful observation, such as the studies which established the links between cholera and polluted water or malaria and mosquitoes. Rather more, it came from the development and application of fundamental knowledge in physics, chemistry and biology, which enabled us to understand the transmission and development of disease.

Curiously, one thing that did not help at all was asking very old people for the secret of their long life. It is possible to be very good at something - staying healthy, running fast or managing a business, for example - without understanding why you are good at it.

All those who succeed can tell you is what they do, which is not enough to tell you what is really important in what they do, or to enable others less talented to do it.

The skills needed by the physiologist and the coach are simply different from those of the runner. "Run like me," says the Olympic medalist, and disappears into the distance. "Do it like me," says Alfred Sloan, "or like me," says Lee Iacocca,

"or like me," says Sir John Harvey-Jones. But you cannot just do it like them.

There is often much of interest in business autobiographies, but they are not management textbooks and never will be.

The future of management research and education will be constructed in the same ways.

Some of it will depend on accumulations of empirical evidence, such as Dennis Mueller's systematic research on the success and failure of mergers and acquisitions, on the work of the Aston group on the relationship between styles of organisation and the nature of production.

Then there is a role for brilliant theorising. There is David Teece's exposition of why innovation so rarely establishes competitive advantage for the innovator company. Or there is the Modigliani-Miller theorem, the financial equivalent of the second law of thermodynamics. It shows that you cannot add value through financial engineering - and, like the second law of thermodynamics, it is persistently challenged by naive cranks.

And essential to the analysis is the application of what we know about economics, sociology and psychology, the disciplines which play the same role in relation to management as physics, chemistry and biology do to medicine.

Knowing these things will not make you a good manager, any more than knowing law, chemistry or physics will make you a good lawyer, doctor or engineer. But one day it will be ludicrous to believe that you could be a good or a professional manager if you do not.

John Kay is chairman of London Economics and has just been appointed director of the School of Management Studies at Oxford University.

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Would it be all right to meet Mark McCormack at his Knightsbridge mews house at 6.30am, asked one of his publicity people. The sports marketer likes to get up at 4.30am to steal a march on the day. No, was the answer, it would not be all right. Thus when I arrived at Sam he had been at work for more than four hours.

I was there to talk about his secondary line of business, his management books. Author of *What They Don't Teach You At Harvard Business School*, McCormack's trademark is common sense. He has now hit on a winning formula with a series of self-help management books. First came *Mark H. McCormack on Managing*, then *Mark H. McCormack on Selling* and *Mark H. McCormack on Negotiating*. Now *Mark H. McCormack on Communicating* has been published. There seems no end to his capacity to write books, nor the public's capacity to buy them.

McCormack does not pretend to be a management guru. Instead he feels qualified to talk others how to communicate on the basis of being a top-notch communicator himself. Indeed, he explains in the books how, thanks to his management skills, he has built up International Management Group from scratch to a turnover of more than \$1bn.

"If you can't communicate," he says from the depths of a squishy chintz armchair, "you can't manage. You can't sell and you can't negotiate." He looks straight ahead. There is no eye contact. He does not seem interested in what he is saying.

In his latest book McCormack has provided interviewees with a valuable tool: rules for others communicating with him:

- Talk up, not down, to me.
- Surprise me.
- Tempt me.
- Flatter me.
- Tell me what you want.
- Tell me I'm wrong.

Cleverly combining strategies four and six, I say that while the book is full of excellent tips, I am doubtful whether people can really change their communications habits. He replies at a tangent: "People have a lot of trouble dealing with people verbally. I can say to



McCormack: 'If you can't communicate, you can't manage'

Direct speech

Lucy Kellaway picks up some tips from a top-notch communicator on how to get a message across

"I was pretty upset at you being four minutes late," but the tone of my voice tells you I am not all that upset. I am at a loss, not sure whether this is an innocent mistake or whether I am actually being reprimanded. So, obeying rule one, I ask him for advice. Many of us, especially women, find it hard to issue instructions, and end up apologising for asking someone to do something that is their job. How can we do better?

"You need to be very direct about what you want done. If I think my secretary takes too long with the coffee, I'll say: 'You are the best at everything you do, but you do take a long time with the coffee. I'll make it a joke.'

I am not sure whether the rest of us could get away with this.

His secretary pops in to

say there is an important call from Australia, and he goes upstairs, from where I can hear him talking in a very loud voice. It goes on for some time and his secretary keeps coming back to apologise, to ask if the tea is all right, and to say that McCormack would like six copies of the resulting interview.

When he comes back I ask again: do you think people can change their communication by reading a book? "Books of this kind you should be able to pick up and start reading anywhere. It's like popcorn. If you can find one or two things to help, then it's worth buying the book."

I am puzzled. In the introduction it says specifically that this book is not like popcorn. "It's meant to be read from start to finish." The confusion is resolved as

we talk about the book. It turns out that he didn't actually write it at all.

"I do taping sessions with the person who does these books. He reads relevant material and will come up with five or six story ideas for each chapter." And what is this person's name, I ask, picking up the book to look for it. "Mark Reiter - he'll probably be in there somewhere." I look, but he isn't.

I ask how well he thinks the book, which is very American in tone, translates for a UK audience. "Very well," he replies.

But aren't some of the examples given of excellent communications practices in the book a touch, well, pushy? "Which ones?" he says, looking cross. Does he really like being told he's wrong, I wonder?

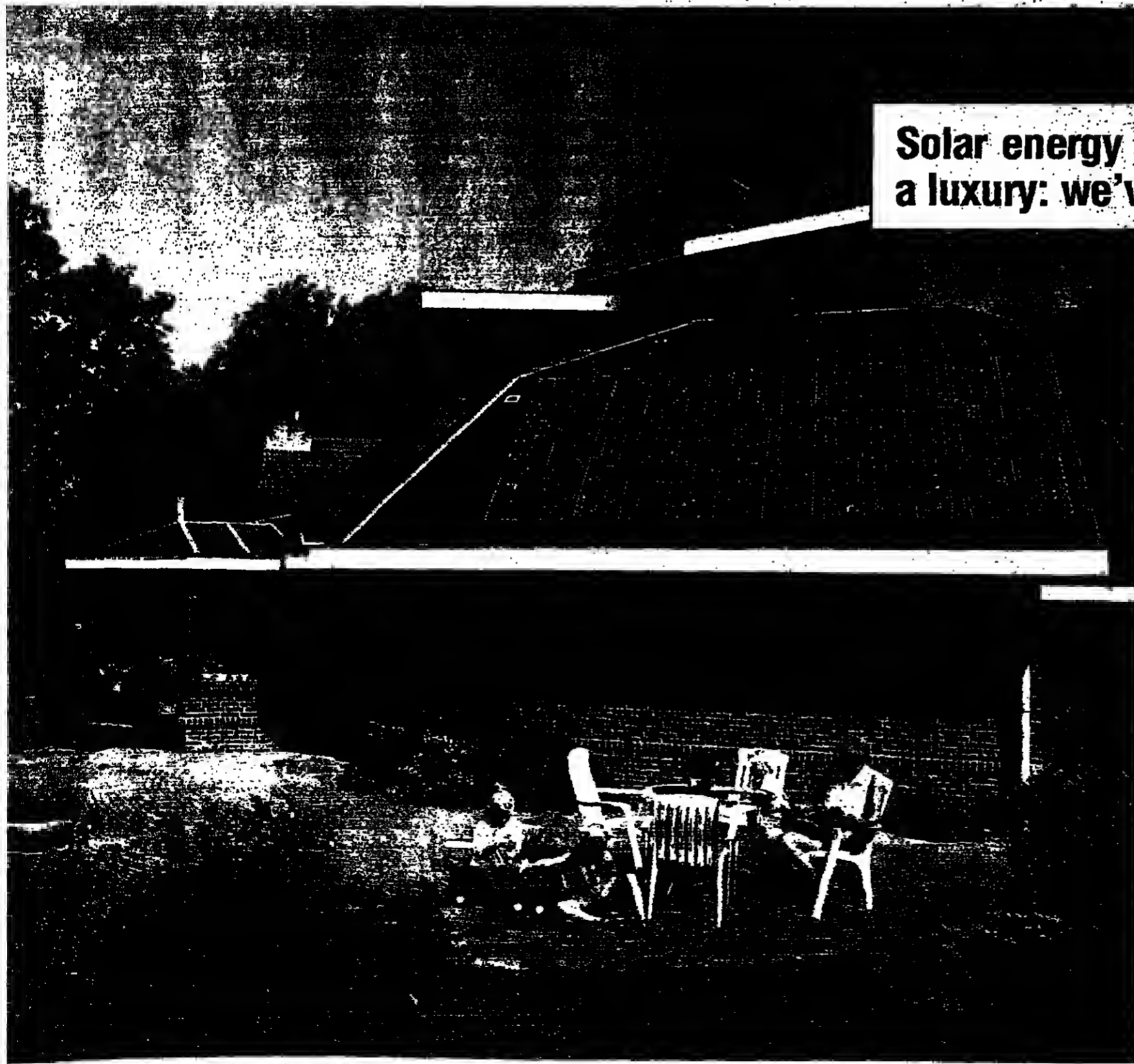
I mention the man who was so eager to meet McCormack he made a career of finding his whereabouts, eventually coming out in the foyer of his Los Angeles hotel. "This, I say, does not strike me as someone with fire in his belly, but a dashed nuisance.

"Sure, it's pushy. But it gets results. If you are what's he called? - John Major, you are pretty hard to reach. But if someone has a solution to the European Community, they will need to find a creative way of getting to him."

What other books does he have in mind? He is working on McCormack on *Winning* and McCormack on *Getting Organised*. "But when it gets down to McCormack on plumbing I'll be in trouble." He laughs, and, following the bit in the book that says you must always laugh at your superior's jokes, so do I.

Sensing from his body language that the interview is coming to an end, I ask: how have I done? How does he rate my communication? "You have a self-defeating attitude to improving your communication. You should start out with the fact that you can change." I am a bit hurt, feeling that he is forgetting his own rule about flattery. "It's been very nice meeting you," he says and shows me to the door where other journalists are waiting.

Mark H. McCormack on *Communicating*, Century, 184pp, £9.99



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But the cost-benefit equation of exploiting this source, which would benefit the environment and save dwindling natural resources, is out of balance. It takes 30 to 40 square metres of expensive solar cells to supply a single family home. On top of this, conventional multicrystalline cells can only convert about 12 per cent of sunlight into electricity.

Bayer researchers have now taken a major step forward in solar energy technology. They have developed an improved multicrystalline solar silicon which makes production of cells more economical and the cells themselves more efficient. This is making environment-friendly solar energy more competitive with other technologies.

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Expertise with Responsibility

ARTS

Out of tune in Philadelphia

The musicians' strike will reverberate throughout the world, warns Andrew Clark

The American orchestral season has opened in a state of extreme nervous tension. Across the country, managements are frightened that a crisis unfolding in Philadelphia could be repeated on their own doorstep.

Senior recording executives say US orchestras have become too expensive, and that the current crisis may inject a long-overdue note of realism into the way they price themselves.

All major labels face the same three problems: new orchestral recordings are not competing well with less expensive CD versions of classic performances from the past, often by the same orchestras on the same labels.

At present, most US orchestras are tied to rates of pay negotiated with the American Federation of Musicians, the players' union. Union power rose dramatically in the 1960s, in reaction to a history of job insecurity and poor pay.

The Philadelphia Orchestra's reputation may be higher than ensembles like the Zagreb Philharmonic, which has recorded for Naxos, but as long as the recording is clear and there are no sour notes, it makes little difference to the casual fan.

The only orchestra to have resigned from the American Federation of Musicians is the Seattle Symphony. "Most musicians are afraid that if they leave the union, they'll revert to the awful conditions of the past, with no leverage over managements," says Dan Webster, music critic of the Philadelphia Inquirer.

Morris argues that the value of recordings lies in the way they boost an orchestra's reputation. "It is important that we keep our place in a competitive environment, and you need new products to maintain that profile, to let the public know what you're doing. But recordings are not essential. The crux of keeping orchestras healthy is repertoire - doing more contemporary music instead of falling back on the same 40 works audiences taste rather than following it. We find that when we do that, audiences are larger and younger. That's why I don't accept that orchestral music in America is fighting a losing battle."

Opera in New York

A far from simple man

The production of Verdi's Falstaff that inaugurated the current season at the New York City Opera was borrowed from the Florida Grand Opera, where it had been created for Sherrill Milnes. There, singing the title role for the first time, the 61-year-old baritone enjoyed a warm success, so it was only appropriate for him to repeat his interpretation for the New York company, with which he initially made his mark on the American operatic scene.



Sherrill Milnes as Falstaff: the humour emerges from the music

Impressive actor, but a solid musical component of the cast. Melanie Helton sang Alice with charm and Patricia Johnson was a sweet and engaging Nanetta. Most important, the ensemble was coherent and effective.

The stage of the Florida Opera must be smaller than that of the State Theater, so the unfussy, versatile Tudor set by Peter Dean Beck had to be framed and placed at some distance from the footlights. This physical separation engendered a musical division as well, and though

Guido Ajmoné-Marsan conducted the suitably reduced City Opera orchestra with accuracy and intelligence, the balance of sound between pit and stage was often askew, and the singers - especially Miss Johnson and the tenor Bruce Fowler (Ferdinand) - were seldom sufficiently audible.

William Weaver

Theatre in Leeds

Office absurdities

Much of Alan Bennett's work migrates easily between stage and television: the Talking Heads monologues and Single Spies plays have met with equal success in each medium. This stage presentation of two TV plays from 1978, Office Suite, makes the transition with similar ease.

But this remains Bennett's territory, with its departmental feuds over equipment requisitions and casual remarks such as "I suppose, being from the sixth floor, he lifted the sofa himself."

logical flow system for processing paperwork. So deftly is Dodsworth transformed into a figure of pity that a number of 'Aahs' can be heard from the audience. Both plays gently make the point that "efficiency" must be measured in terms of human satisfaction rather than by the number-crunching ogres of the Newport Pagnell office.

Ian Shuttleworth

Crucible upset

When the 24-year-old Georgian director David Doiashvili presented King Lear on this year's Edinburgh Fringe, he raked a few eyebrows by cutting the play like an 18th century hack.

Proctor (a volatile romantic in Damien Goodwin's performance) is the play's tragic hero whose conscience is his true "magistrate". He knows that it is his sinful lechery with Abigail Williams (an erotic Tara Woodward) which has unleashed "the little crazy children's" demonising of good-Christian women: Abigail accuses his wife to avenge Proctor's rejection.

The production is so over-pitched that in the final act, the actors can only shriek and throw one another to the floor. With all their internal conflict externalised, they have no drama with which to wrestle. To cap it all, the schmaltzy pop music, specially composed by Giorgi Drodzavshvili, cheapens the emotion of too many crucial moments.

Simon Reade

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COMMENT & ANALYSIS

Philip Stephens

Neighbourly tensions

Kenneth Clarke, the chancellor, is fighting not simply for the single currency, but for the future of the Tory party and for Britain's place in Europe



For Kenneth Clarke the question is not whether Britain marches alongside Germany and France in the first batch of nations joining a single currency. The chancellor knows that the prospects of a Conservative government giving up sterling in 1999 are as close as they can get to zero. Mr Clarke is playing for higher stakes. In his mind, the fight is about the future of the Conservative party and, with it, Britain's place in Europe. He may eventually be defeated. But we can be confident he will not surrender. John Major has now told cabinet colleagues that they must keep their counsel on the issue. Ministerial pronouncements at next month's party conference are to be vetted by the prime minister's office. In a tense telephone conversation on Tuesday, Mr Major reminded Mr Clarke that he should not stray beyond the remit agreed by the cabinet in April of this year. The government's position is as it is: it will decide only after the next election whether or not to exercise the option negotiated in the Maastricht treaty. In the event it recommended sterling's replacement by the euro, it would let the nation decide in a referendum. The latest outbreak of hostilities between Mr Clarke and his party's Euro-sceptic tendency, though, has reminded us that any truce on the issue can only be temporary. And the tension between Downing Street neighbours is palpable and serious. The prime minister is furious at his chancellor's wilful determination to fight the cause of Europe. Mr Clarke, ambushed in the spring over the referendum pledge, has scant confidence that Mr Major can be relied upon to keep his side of the bargain. Two sure predictions can be made about events between now and the general election. The first is

that the pressure on Mr Major to rule out sterling's participation during the next parliament will intensify week by week. The sceptics, inside and outside the cabinet, will argue that an election fought on the defence of the pound is the only one they can win. They are wrong, stupidly so. But they have powerful allies in the editors of the newspapers owned by Rupert Murdoch and Conrad Black. And Mr Major has decided in his own mind that, whatever is said now, he would not be the prime minister who scrapped the pound.

The second certain forecast is that Mr Clarke will not retreat. He has told colleagues that in such circumstances he could not fight the election as a member of the government. Mr Major would have to find another chancellor. And, no, the present one would not return quietly to the backbenches. He is not that sort of bloke. It was not Mr Clarke's intention to reignite the controversy this week. When he appeared on BBC Radio's *The World This Weekend* on Sunday, he had

certainly been irritated by the demand from some Euro-phobes that the prime minister should sack him. He has never had much respect for Norman Tebbit. But the chancellor's characteristically careless use of language meant he was misunderstood.

Mr Clarke described as "pathetic" the notion that Britain should stand aside from Emu at the outset, waiting to see if France and Germany made a success of it before taking the plunge. Seen at face value, his remark suggested that the government should make up its mind one way or the other in 1998 and then, come what may, stick forever to that decision. In fact, his intention was otherwise. The target of his scorn was the latest suggestion of some in the cabinet that the government should say now that sterling would not be among the first wave in 1999. The Maastricht option would not be closed permanently, rather put on ice for two or three years. For Mr Clarke, that would be almost, though not quite, as bad as ruling out joining for the entire parliament. His reasoning is straight-

forward. Once the Conservatives decided to fight the election on a platform opposed to Emu, their influence in Brussels would vanish overnight. There would be no point in attending the meetings of finance ministers and central bankers hammering out the vital details of a single currency. Britain already has to shout to be heard. If it detached itself further, it might as well not bother. The damage, though, would start rather than end there. Mr Clarke judges, rightly, that detachment from the single currency would have much wider consequences. Once an election has been fought in defence of the pound, it would be all but impossible to claw back the position later. The Conservatives could not go to the polls in 1997 as guarantors of the nation's monetary sovereignty and then decide to surrender sterling a few years later.

The ratchet of isolationism would turn decisively. With Britain outside the new economic core of the European Union, the sceptics would widen their assault. Why bow to a European Court whose aim was to further the federalist ambitions of Bonn and Paris? Why seek closer cooperation with nations taking an entirely different route into the next century? It would not be long before the Conservatives abandoned any pretence of Europeanism for the tawdry clothes of narrow nationalism. And if the sceptics won over Europe, then the right would win on domestic policy. The case for a European welfare system would not withstand disengagement.

Such, I suspect, is Mr Clarke's private reasoning. And he is right to be wary. For more than three years now he has watched Mr Major appease the sceptics. Nicholas Bonser, whose public attack on the chan-



Clarke: he will never surrender

Europa · Georges de Ménéil

A pact that could destabilise the EU

Automatic fines could increase instability after economic and monetary union



Plans for a stability pact to enforce fiscal responsibility after monetary union have been further advanced after last weekend's meeting of European Union economic and finance ministers in Dublin. The draft would impose fines on countries that run government deficits greater than 3 per cent of gross domestic product for more than a few months.

But while these countries that sign up for the single currency from January 1 1999 will need some form of stability pact, automatic fines are not the best way to keep deficits down. A better approach would be an amendment to the Maastricht treaty committing monetary union members to control budget deficits, leaving it to national governments to achieve the objective.

European leaders are understandably concerned that without a stability pact, collective pressure for budgetary discipline would diminish as soon as a nation was deemed to have passed the Maastricht criteria for single currency membership. It is conceivable that a country could make efforts to be accepted into the monetary union, enjoy the benefits such as lower interest rates on the debt and then allow its budget deficit to grow.

The third flaw in basing the stability pact on a rigid formula is that the penalties envisioned could make matters worse. The fines could be between 0.2 per cent and 0.5 per cent of gross domestic product, depending on the deficit size. In the example of an oil shock, a country experiencing a deep recession would find it exacerbated by the payment of such fines, which would also further increase its deficit.

The way to give more weight to the natural desire of the countries in the single currency to curb fiscal profligacy would be to write a commitment to balanced budgets into the Maastricht treaty. The amendment should be broadly framed to require each nation to keep its consolidated budget deficit under 3 per cent or an even lower figure - exceptional circumstances apart.

National parliaments should be required to take corrective action if a body of neutral experts representing the European Commission and the central bank rules that the objective of budget prudence was not being met. Framed in such terms, the amendment would not short-circuit what should be a process of deliberate action by the elected members of national parliaments. And with the force of an international treaty - harder for member states to sidestep than any national constitution - it would be less likely to be swept aside by short-term considerations. The stability pact will be an important brick in the edifice of monetary union. Rather than have recourse to a mechanical - and possibly perverse - formula, a requirement to limit fiscal deficits is the right way forward for Europe's leaders. The author is professor of economics at the Ecole des Hautes Etudes en Sciences Sociales in Paris, and senior editor of the journal *Economic Policy*.

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Three short articles: 'The basis of Italy's fiscal mess' by Alberto Alesina and Professor R. Perotti; 'Pensions a challenge' by Yvesonne Beniston; and 'Disappeared in military manoeuvres' by Justus V. Paleckis. Each article discusses economic and political issues related to Italy, pensions, and military operations.

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Advertisement for Beef value. Text discusses the value of beef in the UK and the impact of the single currency.

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(sic) or infirmity (sic) 2. extremely obvious
3. right or title esp. to make, use or sell some inven-
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LAWYERS FOR BUSINESS

FINANCIAL TIMES

Friday September 27 1996



India's Rao charged with forgery and conspiracy

By Lisa Vaughan in New Delhi

Indian police yesterday charged Mr P. V. Narasimha Rao with forgery and conspiracy only days after the former prime minister was ordered by a Delhi judge to answer separate swindling charges in court.

Mr Rao is alleged to have cheated Mr Pathak of \$100,000, an allegation the former Congress leader denies. Mr Rao will appear before the court on Monday as a co-accused in the Pathak case.

Police found \$1m at Mr Rao's Delhi home. Mr Rao presided over a telecoms privatisation programme involving the award of cellular licences. On Wednesday, Mr Satish Sharma, a former petroleum minister in the Rao government, was fined and ordered by India's Supreme Court to explain within two weeks why he should not be prosecuted for criminal breach of trust for dispensing 15 petrol pump licences to favourites.

Signs of slowdown support Fed rate decision

By Michael Prowse in Washington

New orders for US durable goods dropped sharply last month, indicating a possible slowing of economic growth in coming months, the Commerce Department said yesterday.

The figures will be welcomed by senior Federal Reserve officials as apparent support for their decision on Tuesday not to raise short-term interest rates. New orders fell a seasonally adjusted 3.1 per cent between July and August, more than wiping out a 1.4 per cent gain in the previous month.

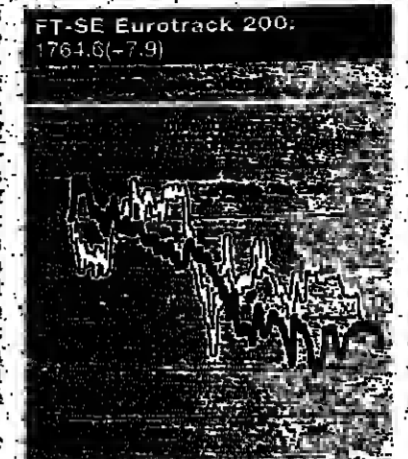
The figures were depressed last month by an erratic 38 per cent decline in aircraft orders. Excluding transport, orders were down only 1.6 per cent last month following a 2.4 per cent gain in July.

Bond investors reacted favourably to the figures. In afternoon trading the benchmark 30-year Treasury bond was up 1/8 to yield 6.871 per cent. The Dow Jones Industrial Average was up 9.99 at 5,887.25.

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THE LEX COLUMN

Entente cordiale



British Telecommunications has been so desperate to crack the French market that it risked cutting a foolish deal. Fortunately, it has not. The FTSE 100 (1764.6) is paying for its 25 per cent stake of Cegetel, a new venture with Compagnie Generale des Eaux (CGE), is certainly not cheap.

That said, given BT's reluctance to reveal many figures on its European push, it is impossible to judge whether all this empire-building is in shareholders' interests. It may well be, but even so BT has hardly covered itself in glory with its international strategy.

Alcatel How can one acquire an indebted, loss-making company without worsening one's own debt position or diluting earnings? At first sight, the puzzle - faced by Alcatel in its bid for Thomson, the French state-controlled electronics group - appears insoluble.

such a deal is unlikely to come cheap. Suggestions yesterday that Invesco might pay \$1.5bn for AIM - 70 per cent more than Invesco's own market capitalisation - look wildly implausible. Such a price would represent 37 times AIM's 1995 earnings. Even so, the phenomenal growth of US mutual funds has certainly created a seller's market for middle-sized fund managers.

Guinness Guinness admitted yesterday that it had done little for shareholder value over the past few years. A glance at its share price, which has underperformed the stock market by 50 per cent since 1992, amply confirms this verdict.

For Invesco shareholders, the prospect of some sort of merger with AIM Management - one of the fastest-growing US mutual fund managers - is a daunting prospect. The reason is not strategic logic: from this point of view a link-up could make plenty of sense.

But there might be other ways of unlocking value. The spirits industry is crying out for consolidation and it would be a shame if Guinness' poor acquisition experience stopped it from taking part. A bid for Grand Metropolitan is not the way forward, but most of the cost savings such a takeover promised could surely be captured through more informal links.

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Jardine Fleming

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chairman. A new 10-member supervisory board has been introduced, dominated by representatives of the joint venture's two shareholders, Flemings of the UK and Hong Kong's Jardine Matheson, and chaired by Mr Alistair Morrison, the latter's managing director.

Mr Armstrong, who has repaid about \$3m as part of his settlement with the firm and Hong Kong regulators, is believed to retain substantial profits from earlier trading on his personal account.

Israel acts

Continued from Page 1

The fighting spread to the West Bank town of Nablus, where the biblical tomb of Joseph is located. Mr Dayan said there was a "real battle" around the tomb. Witnesses said Palestinian police were trying to protect the Israeli soldiers against angry Palestinian demonstrators.

Russian defence chief welcomes closer Nato ties

By Bruce Clark in Bergen

Russia yesterday endorsed proposals for closer co-operation between its armed forces and Nato, but also threatened to retaliate if the alliance expands.

General Igor Rodionov, Russia's new defence minister, welcomed an offer by his Western counterparts to take part in planning peacekeeping missions in Bosnia and elsewhere. He also delivered a stern message against Nato's enlargement plans, though stopped well short of saying that expansion would wreck all hopes of a constructive Russia-Nato partnership.

The enlargement of Nato has aroused deep alarm in Russia's president, political leadership and public opinion, he said. Earlier, on arrival in Bergen, General Rodionov told Russian television that Moscow had prepared "adequate measures" of retaliation which would be revealed if and when enlargement took place.

Treaty on Conventional Forces in Europe if it expanded. But Mr Volker Ruhe, the German defence minister, said Russia's concerns could be addressed in a new round of arms talks next year.

The general's stance comes at a time of lively debate in western capitals over how far Nato should go towards assuaging Russian objections to enlargement.

Mr William Perry, the US defence secretary, wants intensified day-to-day contact between Moscow and the alliance, and for Russia to be involved in planning Nato-led peacekeeping missions.

The model developed for peacekeeping in Bosnia - under which a senior Russian officer has been posted to Nato military headquarters at Mons in Belgium - could be extended to all future operations, US officials say. They also favour a Russian presence at the home bases of Nato's proposed "combined joint task forces", ad hoc military missions run from highly sophisticated mobile command centres which are likely to involve both members and non-members of the alliance.

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FT WEATHER GUIDE
Europe today
A band of cloud and outbreaks of rain will move further into the continent and southern Scandinavia. In the wake of the rain, sunny spells interspersed with showers will occur across the UK, the western Benelux and France. Northern Spain and Portugal will be cloudy with some rain but southern sections will continue sunny and warm. Central Europe will stay rather cloudy and cool but most places will be dry. The Balkan states will have rain and showers. Greece and western Turkey will have occasional thunder showers. Italy will remain mostly dry.

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WORLD ECONOMY and FINANCE

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Pages 2-4

● Global integration and emerging markets
Pages 5-17

● In Part Two: International Institutions



The shift in global economic power is illustrated by the rise in importance of the emerging countries, many of which are swiftly making up ground on their richer industrial rivals, says Robert Chote

Developing nations flex their economic muscles

In all but one of the last 33 years the world's developing economies have grown faster than their richer rivals. With the industrial countries now several years into their weakest cyclical upturn for a generation, it looks increasingly likely that their annual output of goods and services will be overtaken in six or seven years.

As the world's finance ministers and central bank governors gather in Washington for the annual meetings of the World Bank and the International Monetary Fund, this ongoing shift in global economic power will form an important backdrop to many of the issues under debate.

When the IMF and World Bank were founded a little more than 50 years ago the US and western Europe were clearly the world's dominant economic countries. But as Asia, Latin America and eastern Europe gradually make up ground - albeit with setbacks along the way - the structure and outlook of these institutions looks increasingly out of date.

The tensions are already showing. Some of the more successful developing countries are pressing for bigger "shareholdings" in the IMF to reflect their growing economic strength; other nations are reluctant to be leapfrogged. Industrial and developing countries also remain divided on proposals to give central banks in poor and transitional economies greater access to foreign exchange reserves via the Fund's overdraft facility.

Efforts to establish a \$50bn credit line for the IMF to be used in the event of further financial crises of the sort which seriously affected Mexico have also focused attention on the reluctance of international institutions to adapt. The members of the misnamed Group of Ten - the US, Canada, Japan and eight European nations - have asked several emerging market countries to join them in doubling the credit line which they already provide to the IMF. At the same time the G10 nations have refused these countries full membership of their club, which discusses developments affecting the world financial system.

These examples illustrate how difficult it is to balance the desire of developing and newly industrialising countries for recognition of their growing importance in the world economy with the unwillingness of mature industrial countries to allow their accustomed influence to wane. This dilemma has also hampered efforts to expand the membership of the Bank for International Settlements (the central bankers' bank) and the Organisation for Economic Co-operation and Development (the industrial country think-tank). It will no doubt cause problems, too, when the European Union embraces the former communist countries of eastern Europe.

A similar tension also afflicts the powerful Group of Seven - which comprises the US, Japan, Germany, Canada, France, Italy and the UK. Russia already enjoys a semi-detached status and would like to become a full member, while China will have a serious claim to join in the future. Meanwhile, the separate representation enjoyed by the four European members will be brought into question when some or all of them begin sharing a single currency.

One argument against expanding these organisations is that extra members will make decision-making more difficult and reduce their ability to act effectively. But the main reason why the architecture of the international financial system has proved so difficult to reform is that the distribution of global economic muscle only changes slowly. Those catalytic events which expose the weaknesses in the system - such as the Mexican financial crisis - are rare and indeterminate in their impact.

The growth differential between the industrial and devel-

oping world is not readily seen but remorseless. Decade after decade, growth in the industrialised world has been slowing. On average, the OECD economies are likely to average growth of only 2 per cent a year in the current upswing, compared with 3.3 per cent a year in the 1980s and 4.3 per cent in the 1970s.

Among the industrial countries, the current upswing has been choppy as well as slow. Growth was relatively strong in 1994, disappointingly weak in 1995, and then accelerated in the first half of this year. For months the international financial institutions and leading industrial country policy-makers have been promising a further improvement in activity in the second half of the year. But well into the second half of 1996 the extent and distribution of this long-promised improvement still remains uncertain.

Sentiment has been particularly volatile in recent months on the question of the strength of the US economy. Moderate growth and weak inflationary pressures had prompted the Federal Reserve to cut official interest rates by a quarter-point to 5.25 per cent in late January. But activity in the first half of the year turned out to be stronger than most analysts expected and by summer speculation about a possible rise in rates flared up or died away as each piece of economic data was released.

Most economists are looking for the US economy to weaken during 1996 and into next year, although divisions among Fed policy-makers testify to the uncertain short-term outlook. Higher long-term market interest rates during the first half of the year should subdue consumer spending and demand for housing but buoyant employment growth and accelerating company profits may result in the slowdown happening less promptly than suggested.

If the US expansion does decelerate - with or without further assistance from the Fed - then the maintenance of a reasonable rate of world growth will require a greater contribution from other regions. This will be all the more important if the US expansion is further undermined by a sharp fall in Wall Street share prices, which on some measures have become perilously overvalued.

The logical candidate to take up the reins of recovery is Japan, which should be rebounding from recession. But in spite of the huge surge in output during the first quarter of the year - inevitably reversed in part during the second quarter - the underlying strength of the Japanese economic upturn remains in doubt.

Worryingly, a fall in business confidence was revealed by August's *tanken*, the quarterly

survey of business sentiment. This is the first to take place during an economic recovery phase for 25 years. It is unclear the extent to which this reflects "hollowing out" as manufacturers relocate their activities to other countries or whether it signifies concern about the underlying strength of demand.

For its part, the Japanese government looks to be taking no chances. It has plans in place for a further fiscal boost in the autumn to add to the cumulative 8 per cent of national income already pumped into the economy by the public sector.

Eventually, this fiscal stimulus will have to be withdrawn and it remains to be seen how the economy will respond unaided. Rising business investment suggests that the upswing is becoming self-sustaining, but the Bank of Japan is likely to be hesitant when raising interest rates from their historically low levels.

In almost all European countries fiscal tightening is taking place - accelerated by the targets laid down in the Maastricht treaty for participation in the EU's proposed single currency. This belt-tightening has robbed the upswing in Europe of much of its momentum, although the outlook appears a little brighter. Lower interest rates and rising real household incomes are boosting consumer demand, while export growth gathered pace in the second quarter.

But conditions vary from country to country. Germany recorded strong growth in the second quarter and is now likely to shift down a gear. Activity in the UK and Spain should accelerate, with the looming election in Britain threatening to bring excessively loose policies. The Benelux nations and Scandinavia are also set for healthy expansion.

The biggest question marks hang over Italy and, especially, France. The French economy shrank by 0.4 per cent in the second quarter but should pick up in the rest of the year. Nonetheless, weak growth points to a continuation of the confidence crisis in France with one-in-eight of the workforce unemployed and its achievement of the Maastricht budget deficit target only in sight because of creative accountancy.

All in all, the G7 economies will be lucky to record growth much above 3 per cent this year and next. This should keep inflation subdued, but electorates in the industrialised countries may feel increasingly that they are not being rewarded for the pursuit of virtuous macroeconomic policies. If, so politicians may come under pressure to halt or reverse the assaults on government borrowing which they have made, while central banks may find they have little popular support if they ask for "one last



heave" to move from low inflation to price stability.

What the sluggishness of growth in the industrialised countries implies for conditions in the rest of the world is not clear. A recent study by economists at the IMF concluded that the economies of the South have become more resilient to slow-downs in activity in the North. This is largely because of an improved performance by the developing countries of Asia. Their resilience to conditions in the G7 has been strengthened by improved financial linkages, growing intra-regional trade and greater diversification of exports.

But events in recent months have cast doubt on this conclusion. Several Asian economies have suffered a sharp fall in exports, as weaker industrial country demand has helped to

trigger a slide in semiconductor prices. Growth has decelerated abruptly in both Singapore and South Korea, where the share of exports accounted for by electronics exceeds a half and a third, respectively. Malaysia and Thailand have also suffered, but Indonesia and the Philippines have so far bucked the trend.

In spite of the export slow-down, economists at the Institute of International Finance in Washington still expect growth of around 8 per cent in Asia this year and next. In Latin America, they are looking for growth to accelerate from 5 per cent this year to 4.2 per cent next year. The resumption of growth in Latin America this year largely reflects the turnaround in Mexico and Argentina, with the rate of expansion in most other countries in the region expected to

slow. As a result, the developing economies taken as a whole should easily grow strongly enough to continue gaining ground on the industrialised countries. The institute expects 5.7 per cent growth in the major emerging markets next year, the highest rate since 1994.

It should come as no surprise that poor countries have the potential to grow more quickly than rich ones. They are able to grow by adopting established technologies relatively cheaply, while the leading economies have to advance through expensive innovation. But, as Harvard's Professor Jeffrey Sachs points out, developing countries need to be open to flows of trade and investment to exploit these opportunities and catch up with incomes in richer nations.

Openness to trade is often

accompanied by privatisation, liberalisation and other reforms. The growth premium enjoyed by the most enthusiastic reformers in central Europe - which are becoming increasingly important both as markets and suppliers of industrial components - is testament to the benefits which can result from them. Lookups at central and eastern Europe at a whole, contractions in Russia and Bulgaria are still likely to drag output lower. But this should be followed by a pick-up to 3.3 per cent growth next year.

In contrast, many countries in sub-Saharan Africa have fallen further behind the world's economic leaders. Professor Sachs argues that this is because many of them are relatively closed. Africa's share of world trade has more than halved since 1980 and - excluding South Africa - its share of the developing world's foreign investment inflows has fallen by two-thirds over the same period. Some African countries with large agricultural sectors may do relatively well this year because of plentiful rains, but it is unlikely that this performance can be sustained without further reform and openness.

In asking whether organisations such as the IMF and World Bank are adapting sufficiently to shifts in economic power, the acid test should be their ability to promote the catching up process and to help to narrow the gap between the planet's leaders and laggards. This involves promoting structural reform and sound economic policies, encouraging countries to integrate themselves fully into the global trading system, helping to alleviate unsustainable debt burdens and trying to ensure that the inevitable financial crises which afflict emerging market nations from time to time do not prove contagious. But in spite of their growing economic muscle, the developing countries remain acutely vulnerable to policy mistakes and market upsets in the industrialised world.



Export growth slows

Export growth in emerging market economies has slowed this year, in large part because of weaker spending on foreign products by consumers and businesses in the industrialised world.

Export growth has slowed most sharply in central and eastern Europe, for which the main overseas markets are Germany and other big western European economies. The Institute for International Finance expects export growth of only 2 per cent in the region during 1996, down from 24 per cent two years previously.

Asian export growth is expected to have fallen by a third between 1995 and 1996, even though demand for imports remains buoyant in Japan. Robust spending in the US means that export growth in Latin America should decline only a little this year, with strong trade expansion within Latin America also helping.

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2 WORLD ECONOMY AND FINANCE: Global economy and the Group of Three

US: by Michael Prowse

Fed wins room for manoeuvre

Several more years of steady non-inflationary growth are being predicted

The US economy's recent performance has been almost too good to be true. In this sixth year of the expansion, output is growing at an annual rate of near 3 per cent. The unemployment rate has dropped to almost 5 per cent, close to its lowest level in a generation. The "core" rate of inflation has declined to 2.6 per cent, the lowest in three decades. And the budget deficit - long the economy's Achilles Heel - has fallen rapidly to about 1.6 per cent of gross domestic product, the lowest since 1974.

There are, admittedly, some potential threats to US economic stability. Some analysts worry that the US stock market is seriously overvalued. Given the huge popularity of mutual funds (unit trusts) in recent years, a sharp fall in share prices could undermine the confidence of millions of small investors and cause a dip in consumer spending. That in turn could conceivably tip the economy into recession.

Another concern, more prevalent among foreign investors, centres on external trade. The US has managed to reduce its domestic budget deficit but has made

less progress on foreign trade. The current account deficit will be about \$150bn (2 per cent of GDP) this year. Much of the shortfall simply reflects faster growth in the US than in the rest of the world. Even so, the seeming permanence of trade deficits has made some investors nervous about the dollar's long-run prospects.

A third worry is that inflationary pressures are building in the labour market. The growth of average hourly earnings has risen steadily since 1993. And the broader employment cost index (which includes fringe benefits) has also increased sharply in recent quarters. Some analysts fear that these wage pressures will result in significantly higher inflation next year or in 1998.

The consensus view, however, is that the Federal Reserve is well placed to respond to any of these threats. If a shock such as a crash in share prices were to undermine consumer confidence, the Fed could respond by cutting interest rates sharply. If, on the other hand, inflation started to rise faster than expected, it could raise rates rapidly.

The fact that the economy is well balanced, with both inflation and unemployment at remarkably low levels, gives the Fed greater room to manoeuvre than is usually enjoyed by central banks. It is partly for this reason that many forecasters are projecting several more years of steady non-inflationary growth. The conven-

tional wisdom is that growth of about 2.5 per cent, inflation of about 3 per cent and a jobless rate of 5-6 per cent can be sustained until near the end of the decade.

Confidence in the economy's stability has been enhanced by events of recent months. Early this year some economists were warning of an imminent recession. Growth had slowed sharply at the end of 1995 and seemed weak in the first quarter. But it proved a false alarm. Supported by a moderate relaxation of monetary policy, GDP expanded at an annual rate of 2 per cent in the first quarter and by a surprising 4.8 per cent in the second quarter, producing average growth of 3.4 per cent in the first half.

Analysts promptly began

to worry that growth would be excessive and put upward pressure on inflation. Such fears were exacerbated by a tightening of labour markets. Growth of non-farm employment has increased steadily; monthly gains have averaged 260,000 since the first quarter, sharply above the pace of last year. As a result the jobless rate has fallen sharply - to an average of 5.3 per cent in the past three months and only 5.1 per cent in August. This is well below the conventional estimates of the level of unemployment consistent with non-accelerating inflation - the so-called NAIRU.

Yet these signs of apparent "overheating" have been offset by weaker than expected consumption spending. Retail sales failed to rebound

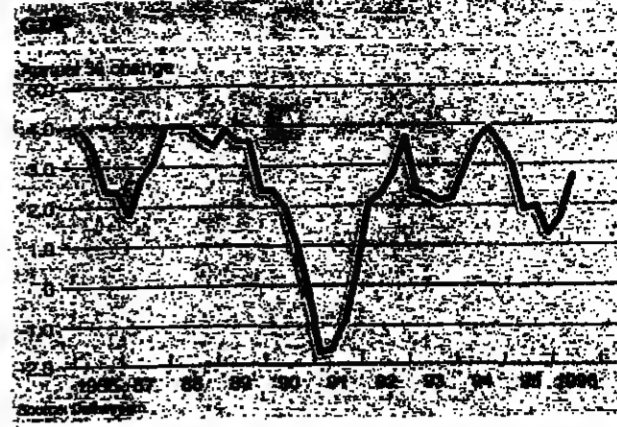
last month after softness in June and July. So far in the third quarter retail sales have grown at a real rate of about 0.5 per cent. Although the figures are volatile and frequently revised this suggests real consumer spending might expand at an annual rate of perhaps 1.5 per cent, against 3.6 per cent in the first half.

Since production and employment tend to react to variations in spending, rather than vice versa, this suggests economic growth could slow in the second half, as the Fed and other forecasters have long predicted. This would represent a continuation of the pattern of recent years in which strong and weak quarters have been "statistical noise" - random fluctuations

around a trend growth rate of about 2.5 per cent.

But although a modest slowing of growth seems the likeliest prospect, few economists believe the Fed can afford to ignore the risk of higher inflation. The jobless rate has been below conventional estimates of the NAIRU for about two years and it is still falling. Even allowing for structural changes such as tougher competition brought about by the "globalisation" of economic activity, it would be prudent to expect upward pressure on inflation before long.

Given that monetary policy acts with a lag of up to 18 months, this means that the Fed needs to act soon to be sure of heading off incipient inflationary pressures.



Expectations among economists vary considerably. Some analysts believe a single quarter point increase in short-term rates might be sufficient in today's competitive climate. Others argue that a series of rate increases is all but inevitable and predict that short rates will rise to 6 or 7 per cent by next summer.

What is striking is that hardly any analysts perceive a need for more than a fairly minor course correction. This is a testament to the remarkable success of US economic policy in the 1990s, which is so far proving a far less turbulent decade than the 1970s or 1980s.

Exchange rates: by Philip Gawith

Victory for central banks

Economic convergence is producing more stable currency markets

Central banks have staged a remarkable comeback on the world's foreign exchange markets. In the 1992-5 period, their fortunes were at a low ebb. They were seemingly powerless to resist speculators who first wreaked havoc in the European exchange rate mechanism, and then later pushed the dollar to record lows in 1995.

Since then, the picture has changed. There has been no instance of concerted central bank intervention in the foreign exchange markets to influence the value of the dollar since mid-August 1995. You have to go back nearly ten years to find a longer period when the central banks were absent from the scene.

The historic volatility of exchange rates has fallen sharply over the past year. Current levels are well

below the average for the past five years, and in many cases are at the lowest levels in a decade.

For foreign exchange traders, who thrive on volatility, this is all a dastardly plot, conjured up by the world's central bankers to clip their wings. They speak confidently of enhanced levels of co-operation between central banks, aimed at ensuring currency stability.

The denizens of the world's money would doubtless love to agree, but they know the truth is more mundane. Just as it is wrong to blame them for volatility, which is inevitably the product of some combination of political and economic events beyond their control, so it is wrong to offer them all the praise for the present calm.

The most powerful explanation for this decline in volatility is also the most simple: quiet currency markets reflect convergent economics. Inflation is much lower in leading economies, and external imbalances much smaller, than in the past.

The Japanese current account surplus, for example, is close to 1 per cent of GDP, compared with 3 per cent previously. Governments are also generally more committed to fiscal discipline - assisted, in the case of Europe, by the strict demands of trying to meet the convergence criteria of the Maastricht treaty on economic and monetary union. The upshot is that with key macro-economic fundamentals less divergent, there is less need for exchange rate adjustment.

Diminished volatility can also be a function of the interchange between politicians and investors. Again, the Maastricht experience is instructive. Investors have, as of now, accepted that the political will to achieve the Maastricht timetable is unstoppable, and positioned themselves accordingly. It is this that has produced convergent bond yields and lower currency volatility in Europe, not the actions of central banks.

Another factor influencing currency trading is the increasing use of options. There is little evidence for the view that activity in the options market dictates the direction of the spot price of an exchange rate, except over the very short term. But there is considerable evidence that options activity can affect the nature of exchange rate moves, often making them quicker and more dramatic. It is a widely held view that foreign exchange markets are now characterised by shorter, sharper moves, followed by longer periods of calm, than in the past when trends appeared to be slower and more enduring.

While economic fundamentals provide most of the explanation for lower volatility, central banks and finance ministries have also played a part. For their part, central banks have clearly become more savvy in their market dealings. They have a better understanding of how markets move, including the influence of instruments such as options, and hence are better placed to know how and when to



Central banks have staged a remarkable comeback

intervene to maximum advantage.

Finance ministries' influence is felt most in terms of how they address fiscal policy. But sometimes personalities can also play a part. There is no doubt that the dollar's rally from Y80 to Y110 was much helped by the market's view that Robert Rubin, the US treasury secretary, and Eisuke Sakakibara, the senior international official at Japan's ministry of finance, were co-operating closely to achieve a stronger dollar. This view was not without substance, but was embel-

lisbed by the markets. Rubin's credibility was much enhanced by his status as a former partner of Goldman Sachs, the US investment bank, while Mr Sakakibara was represented as being easier to do business with than the typical Japanese bureaucrat. These factors, coupled with the market's firm belief that some sort of special Rubin-Sakakibara axis existed, made efforts to achieve a strong dollar much more effective.

The question which remains is whether central banks have only wrested the initiative temporarily from currency markets, or whether they have established a more enduring hegemony, introducing a new era of low volatility. This seems unlikely. Big moves are still possible - witness the quick recovery in the dollar from Y80 to Y110. And nor is volatility dead - in March 1995 dollar options volatility doubled in four days.

The halcyon days of the 1992/3 ERM turbulence, when central banks appeared literally to be delivering money to the doors of banks and speculators, look to be past, but short of abolishing the business cycle and political risk, exchange rate fluctuations look here to stay.

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Global capital flows: by Barry Riley

Free flow of finance

Vast sums are available to be channelled into attractive opportunities

Capital nowadays flows around the world with greater freedom than at any time since the golden age of emerging economies and economic colonialism in the period before the second world war.

Immense sums have recently been flowing, for instance, between the US and Japan. Lesser amounts have been flowing into today's emerging markets - but economically they may prove to be of greater significance than the transfers between the great powers.

There is, however, a fundamental problem of poor quality statistics; published numbers tend to be late, inconsistent and full of gaps.

There is a rapidly-growing offshore pool of capital attributable to secretive private money and hedge funds. So, any analysis of what is going on has to be limited to broad themes.

In the 1970s, banks were prominent in the transfer of capital around the world, so that in the heyday of petrodollar recycling the international banks controlled about half the cross-border movements of capital.

These days, however, the role of the banks is considerably smaller - although according to the Bank of International Settlements net international banking lending picked up from \$190bn to \$315bn last year.

An increase in lending to Asian countries was the main factor here - although Thailand's emergence as the leading bank debtor has become a subject of some concern recently.

Elsewhere, direct corporate activity, including direct investment and acquisitions, has become fairly important. But portfolio investment in bonds and equities has become the dominant factor, usually accounting for more than half of private sector capital outflows from the leading industrial countries in recent years.

From time to time official purchases of bonds can also become important, reflecting foreign exchange intervention, as in the period of massive manipulation of the dollar-yen exchange rate during 1985 and the early part of this year.

All of these flows involving securities tend to be extremely volatile. They are sensitive to the short-term swings between bull and bear markets, and to the fluctuations in national balances of payments.

Some of the flows are indeed based purely upon short-term speculation. For instance, an important feature of 1996 so far has been the torrent of largely American money flooding into Japanese equities.

These inflows totalled some \$11bn during the first half of 1996, apparently on the view that the yen would weaken against the dollar and the Japanese corporate economy would rapidly revive. The gamble has yet to pay off, however.

Because Japan is running a consistent - although declining - balance of payments surplus, currently of some \$100bn a year, these inflows into Tokyo equities are not in any way required to finance current account imbalances in Japan. Indeed they have made official recycling more urgent and have triggered compensating central bank purchases of US Treasuries.

In fact, for many years international investors have been large-scale investors in

Japan: by Gerard Baker

Hopes rise, then fall again

The expected bounce back from recession has not happened despite encouraging signs

More than four years after it slipped into its most severe recession in the post-war period, Japan is still awaiting incontrovertible evidence of a sustained recovery. Several times in the past few years the economy has seemed poised to bounce back from its stagnation. But in 1993 and 1994, a resurgence in demand proved transitory and the economy slid back towards slump.

This year has produced the most encouraging evidence of recovery yet. In the first three months of the year, gross domestic product expanded at an annual rate of 12.7 per cent, the fastest rate of growth for more than a decade. Though no-one believed that pace would prove sustainable, it did at least appear probable that the economy had at last picked up sufficient momentum to keep the recovery moving.

Indicators for the second quarter have indeed shown a drop in output but, even so,

the overall performance in the first half of the year pointed to a much stronger performance from the economy than at any time since the late 1980s - with overall growth at an annual rate of about 5 per cent.

The good news sent independent economists scrambling to upgrade their forecasts. The consensus shifted from a somnolent 2 per cent or so, to a perky 3 per cent plus. Even the normally much more cautious policy-makers felt emboldened to call an end to their customary saturnine view. "Economic recovery is gradually gaining momentum in a wide variety of sectors," was the official Bank of Japan view in the summer.

Then doubts began to seep between the cracks in the self-confidence. The slowdown in the second quarter seems to have continued in the third; the stock market has dipped sharply on a loss of confidence. And last month came troubling evidence of the source of that waning optimism. The Bank of Japan's quarterly survey of short-term economic prospects showed the first deterioration in business confidence for a year among large manufacturers.

Once again, there is now real uncertainty whether the economy can maintain its growth momentum. The specific concern is that the bulk of the improvement in output so far has come from a succession of big fiscal stimulus packages. As the government's financial position continues to deteriorate, there is a limit to the amount of stimulus it can continue to give.

The biggest of these packages came at the turn of last year as part of a series of measures worth an estimated ¥14,000bn in extra spending. That injection was reflected in the first quarter jump in output. The hope was that the jolt given would be enough to propel the rest of the economy back on to a higher growth path. Yet there is still scant evidence that any of the main components of private sector demand has been able to take up the baton of expansion from the government.

Hopes for a consumer boom have proved largely misplaced. Though personal consumption rose by 5.1 per cent year on year in the first quarter, helped by an uptick in pay and tax cuts, the improvement tapered off in the second quarter. Fear of

unemployment continues to undermine confidence - the jobless total reached a record 3.5 per cent earlier this year. A consumption tax increase next year will further dampen spending, and in the medium term Japanese households' traditionally high propensity to save shows no sign of dimming.

There is some evidence of an improving investment climate. Capital spending rose by 2.9 per cent in 1995, the first rise in four years, and the evidence for the first half of 1996 suggests a further rise. But that followed a strong recovery in profits last year. The outlook for corporate profits is now much weaker, a factor likely to weigh heavily on investment plans. Capital spending is expected to slow markedly in the next year.

The external balance continues to be a drag on output, affected by the long and steep appreciation of the yen in 1995-6. Though the Japanese currency has now fallen by more than 30 per cent against the dollar in the past 18 months, that improving climate for exporters is not expected to be reflected in balance of payments figures for another year or so.



Between mid-1995 and mid-1996, the trade surplus dropped by 40 per cent, as imports rose sharply and exports were flat.

The pressure is therefore still on macro-economic policy to insure against further stagnation. But there is a further snag.

The scope for further fiscal stimulus to assist the private sector is gradually running out. The combination of extended tax cuts and extra spending in the past few years has produced the largest fiscal deficit for more than a decade. This year the total public sector deficit is likely to be about 7 per cent of GDP.

That still leaves monetary policy. But here, too, there is little more that authorities can do. The Bank of Japan cut its official discount rate to an historic low of 0.5 per cent a year ago and has held it there ever since. Reducing the cost of money to near zero has still not had a significant effect on credit creation, as Japanese banks remain cautious after their disastrous losses of the past five years. Though inflation remains moribund, with just a slight increase in prices in the past year, no-one expects the central bank to loosen policy further.

The Japanese economy may yet prove to have enough momentum to avoid a further downturn. But hopes of an early bounce back from the slump of the past few years have been confounded again. The more likely probability in the short- and medium-term is of a slow, uncertain pace of recovery, far removed from the era of the Japanese "miracle" of the post-war years.

US pension funds, for instance, have been embarking on a programme of international diversification. This slowed down last year while Wall Street was booming but according to this year's survey by the US consultants Greenwich Associates the overall exposure of US tax-exempt institutions to overseas equities is likely to rise from 8.7 per cent in 1995 to more than 11 per cent by 1998, implying outflows of some \$25bn a year.

Bond and equity flows tend to be quite different. There was scarcely any foreign buying of US equities last year, for instance, in sharp contrast to what was going on in bonds, while the recent heavy buying of Japanese equities has not been matched by bond purchases.

There are strange anomalies. Foreigners were big buyers of German bonds last year - to the tune of some \$60bn - but they have been net sellers of French bonds. This is because French bond yields have been driven down to what are, to foreign investors, unattractive levels thanks to the tax breaks available to domestic French investors when they buy government bonds through life assurance policies.

Emerging markets show some of the most volatile flows of all. A record \$62bn of international money boosted the emerging equity markets back in 1993 but after setbacks in Hong Kong, Mexico and elsewhere this figure had slumped to \$15bn-\$20bn by 1995. This year, however, it is heading up again - perhaps to \$40bn-\$50bn according to Michael Howell of the strategy boutique CrossBorder Capital.

There has also been a surprising rogue boom in emerging market debt - including such exotic securities as Brady bonds. It seems there is a growing taste for risky debt securities.

Investors who will tolerate risk in the chase for return on stocks or bonds have plenty of new scope in China and eastern Europe, while India is opening up, too. But the glamorous emerging markets story has been dented by economic and political setbacks in important Asian countries such as Korea, Thailand and Indonesia.

Vast sums are now available to be channelled into attractive opportunities. But this is fickle money, highly sensitive to the least signs of trouble. The grass does not always seem greener on the other side of the border.

	1992	1993	1994	1995	1996*
US	-4.1	24.3	1.8	11.2	10.0
Europe	25.5	68.5	29.1	17.0	30.0
Japan	8.9	20.4	45.5	51.1	30.0
Emerging markets	21.2	62.4	28.9	18.7	50.0
Rest of world	2.2	20.7	3.3	2.0	8.0
Total	53.7	186.3	119.0	100.0	128.0

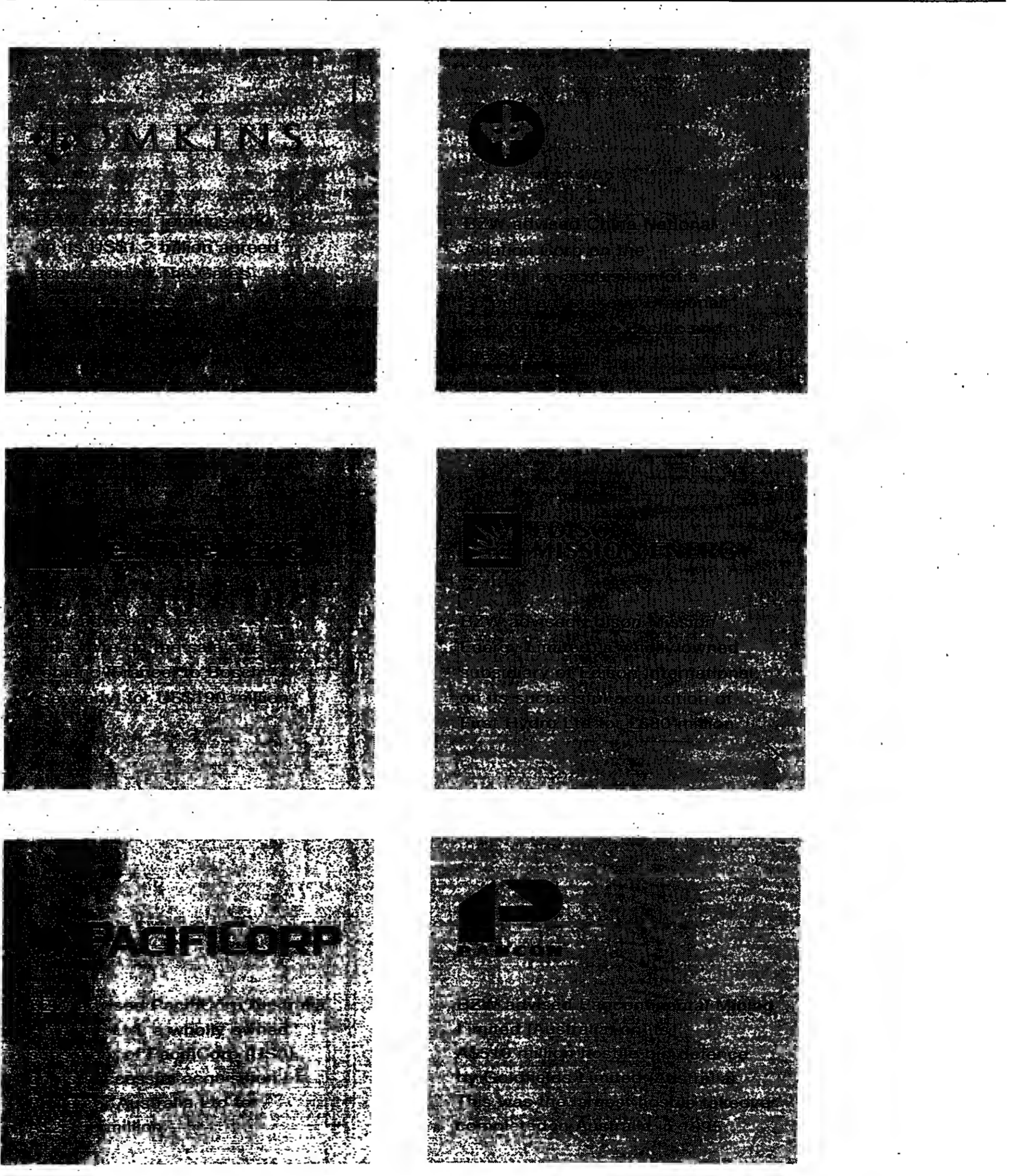
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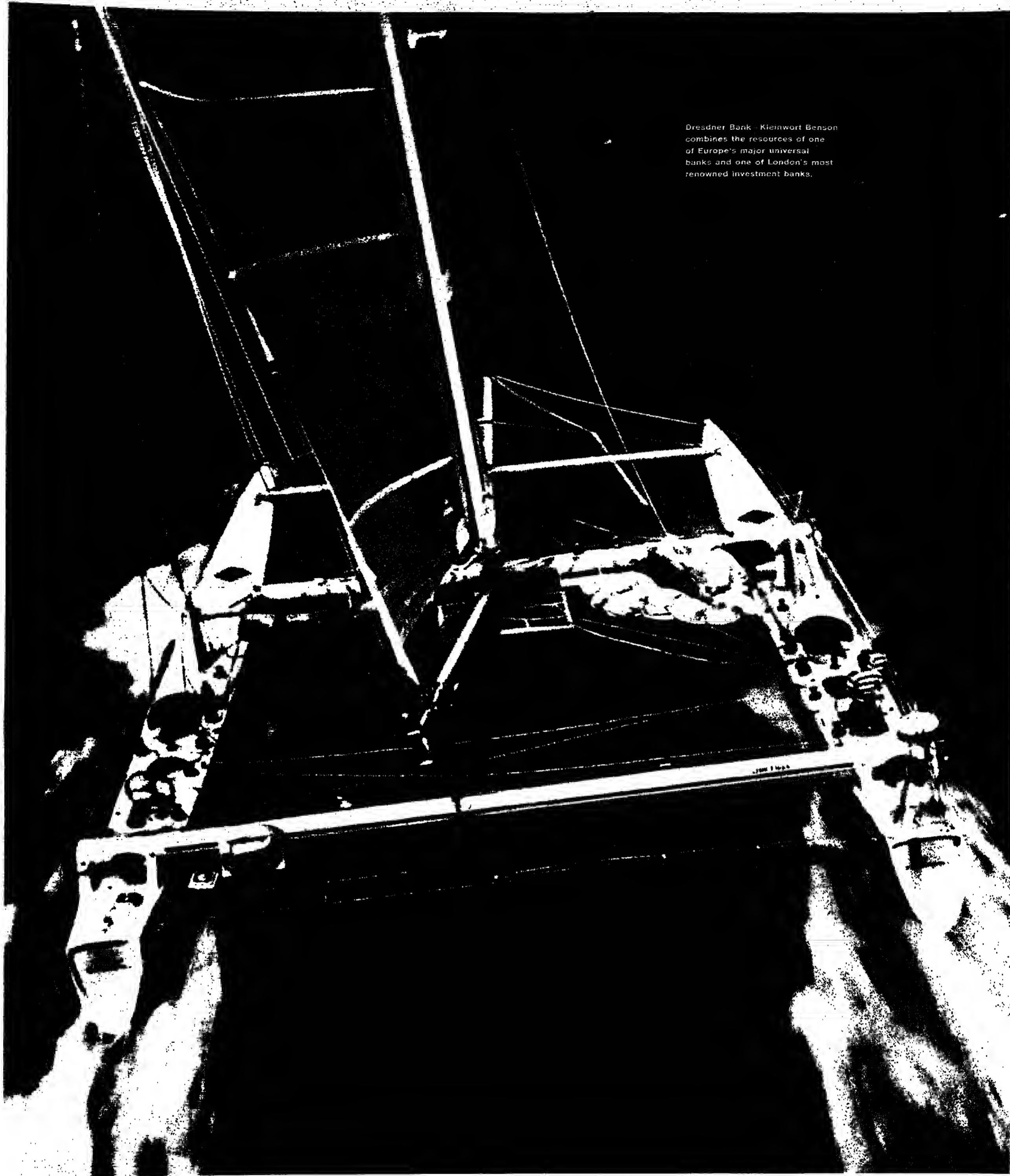
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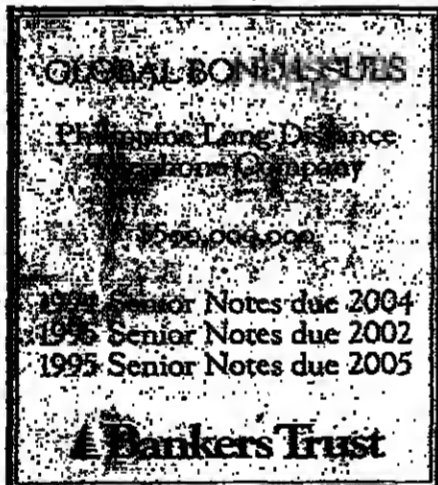
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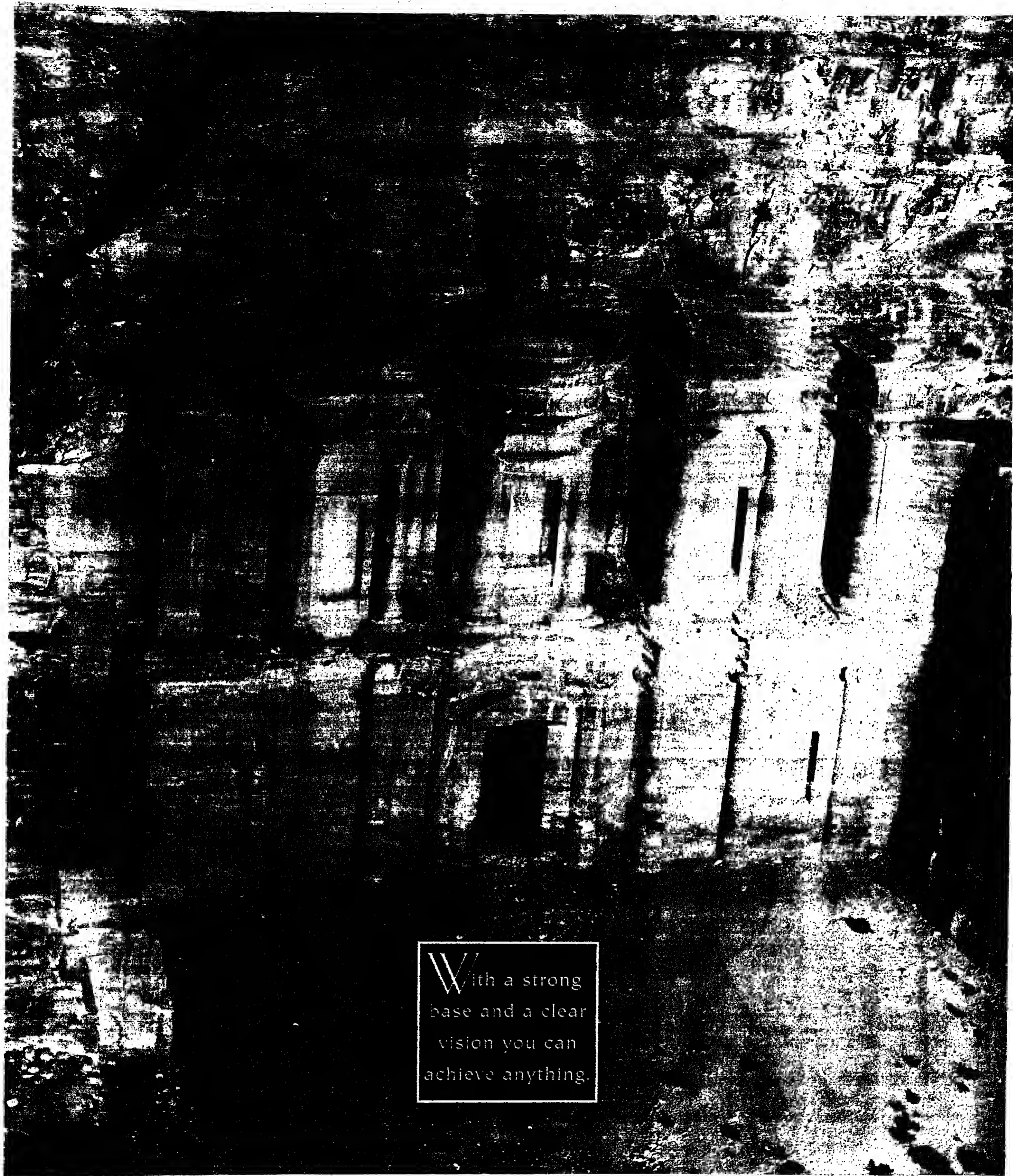


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10 WORLD ECONOMY AND FINANCE: Global integration and emerging markets

■ Korea: by John Burton

Warning from history

Membership of the OECD will be a catalyst for a restructuring of the economy

Opening Korea to "cheap money and expensive commodities" would lead to the country's economic ruin, one senior official warned as the government argued about foreign pressure for market access.

Although the comment could have been heard during the present debate about trade and financial liberalisation, it was made 120 years ago during the closing years of the Chosun dynasty when Korea was known as the "Hermit Kingdom."

The fact that the remark has a contemporary ring to it underscores that Korea has always had difficulties in accepting integration with the global economy.

But Kim Young-sam, the South Korean president, says the fate of the Chosun dynasty should serve as a warning about the future of Korea if it does not become more global in its economic policy.

Corrupt and unwilling to

accept economic reforms, the Chosun kingdom remained weak and Korea proved vulnerable to a 45-year annexation by Japan that began in 1910. "Had the country adopted an open-door policy at that time, Korea would now be one of the G7 economic powers," claims Mr Kim.

Nonetheless, public worries about opening South Korea further to foreign competition have become clearly apparent as it prepares to join the Organisation for Economic Co-operation and Development by the end of the year. The opposition parties and most of the media have warned about dire consequences if the Korean economy is opened too quickly.

There is little question that OECD membership will serve as a catalyst for a fundamental restructuring of the Korean economy. It will promote a shift from state-guided capitalism to an economy dominated by market forces.

However, economic deregulation is a difficult concept for the public to accept since the government-led industrial policy has proved highly effective in

transforming Korea from one of the world's poorest nations to one of its richest in the span of four decades. Cheap state loans helped the steel, shipbuilding and other heavy industries to grow rapidly. A protected domestic market boosted the fortunes of the electronics and car industries. The government played an instrumental role in developing high-technology sectors such as semiconductor production.

But there are clear signs that Korea's industrial policy is becoming less effective as the economy matures. The prospect that Korea will suffer a record current account deficit of \$60bn this year is one indication that the country is losing its international competitiveness.

According to a 1996 report on national competitiveness by the Swiss-based Institute for Management Development, Korea ranked 27th in competitiveness, well below other Asian tiger economies such as Singapore, Hong Kong, Taiwan, Malaysia and Thailand. Its ratings for such specific areas as globalisation, government, finance and infrastructure were even

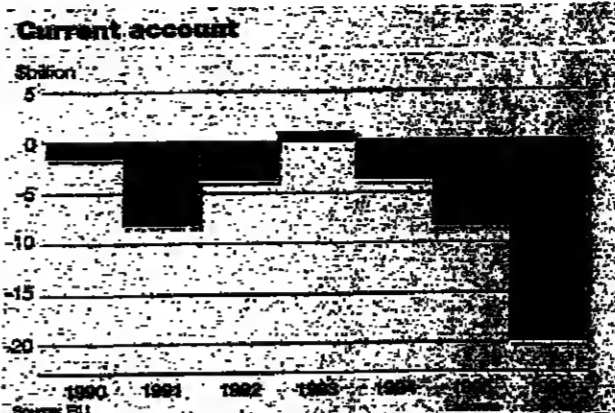
worse than its overall ranking. A number of these problems can be traced to the closed nature of the economy. Interest rates are puny, high due to a shortage of capital and restrictions on the borrowing of foreign funds. As a result, most companies are burdened by heavy debts.

This reflects the state's preference for tightly controlling the Korean financial system and using it to promote the development of the huge industrial conglomerates, or chaebol, at the expense of small entrepreneurial companies.

Production costs are rapidly rising to first-world levels as workers demand higher wages to buy local products that are artificially expensive due to trade protection. Korean wages are the second highest in Asia after Japan, but productivity lags far behind Japan.

OECD membership is expected to ease the government's grip on the economy. The removal of restrictions on capital flows will result in greater access to foreign financing and consequently lower interest rates.

Korea has also promised the OECD to abolish trade



barriers, including the end of a ban on Japanese consumer products. Increased foreign competition is expected to lead to lower consumer prices.

But many Koreans regard economic deregulation as a threat rather than an opportunity. There are worries that a surge of foreign capital into the country will increase inflationary pressure, while causing the Korean currency to appreciate.

Foreign competition also threatens to expose some industrial groups as inefficient, leading to closure of factories. One likely consequence of market opening will be a wave of industrial consolidations.

A market-based economy raises the prospect of greater

inequality in a society that places great emphasis on egalitarianism and which enjoys almost full employment and a fair distribution of income.

What is overlooked by critics of the OECD is that an industrial upheaval would occur anyway even if the present economic system is preserved. Indeed, it is happening already.

There appears to be little alternative to Korea embracing economic reforms and doing so quickly. Otherwise, South Korea may be ill-prepared to undertake the enormous task of absorbing North Korea once its economy collapses, which appears to be increasingly likely within the next decade.

■ Film and music by Alice Rawsthorn

Hollywood goes global

Movie studios are beginning to match their counterparts in the music business

Ever since the 1910s when silent movie moguls snapped up cheap tracts of land on the drabdest, dustiest stretch of Sunset Boulevard in Los Angeles, the Hollywood movie studios have pumped out films to cinemas all over the world.

Yet it was only last year that Hollywood became a truly international industry when, for the first time, the studios made more money in other countries than in their native North America, as their counterparts in the music business have done for more than a decade.

The development of the music business sets an encouraging precedent for those who argue that global integration need not necessarily lead to cultural imperialism. Ownership may be concentrated among a handful of companies, but must

rate concerns. Sony recently extended for five years its 49 per cent investment in Creation Records, the UK label that signed Oasis and Super Furry Animals. EMI has been careful to allow many of its Asian labels to keep their own names and images for fear of alienating consumers if they realised those labels were under foreign ownership.

Issues of national identity will attain greater importance in the future as the dynamics of the global music business change with established markets losing share to emerging ones such as those in Asia and Latin America. A recent analysis by Music Business International magazine predicted that Asia's market share will rise from 21.8 per cent last year to 25.9 per cent by 2000, with those of North Africa and western Europe falling from 35.4 per cent to 27.5 per cent, and from 33.9 per cent same period.

A similar shift in market share should be apparent in the film industry as "rest of world", as the Hollywood



Established supergroups, such as REM of the US, have flourished

cal taste still differs widely from country to country. The film industry now faces the challenge of striking a similar balance between global expansion and cultural diversity.

On almost any criterion, the music business is undoubtedly a globally-integrated sector. Until recently the industry was dispersed between scores of different record labels. Some, such as EMI and Warner, had long experience of operating in different countries, but most stuck "Tin Pan Alley" style to particular genres and national markets.

After a series of mergers and acquisitions in the late 1980s and early 1990s, the ownership of the world's record labels is now consolidated among a small number of companies, many of which are subsidiaries of the same entertainment and media groups which own the Hollywood movie studios.

The global music market, worth just under \$40bn at retail prices last year according to the International Federation of the Phonographic Industry, is now dominated by five companies. PolyGram is a subsidiary of Philips, the Dutch electronics group; Sony Music is controlled by the eponymous Japanese electronics concern that also owns the Columbia and TriStar movie studios; Warner Music belongs to Time Warner, the diversified US media and entertainment conglomerate; BMG is part of Bertelsmann, the privately-owned German media concern; leaving the UK's EMI as the only one of the "big five" to be a specialist music business.

The "big five" command more than two thirds of the global market. However, their international expansion has not led to the disappearance of individual record labels, or to the rise of western megastars at the expense of indigenous talent, as critics once feared.

Established supergroups, such as Ireland's U2 and REM of the US, have flourished, and emerging stars, notably Canada's Alanis Morissette and the Smashing Pumpkins of the US, are becoming popular worldwide. Yet local talent still thrives as illustrated by the popularity of grunge and rap in North America, Britpop in the UK, trash metal in Germany and the rival genres of Mandopop and Cantopop among Chinese speakers.

The "big five" have also become adept at maintaining an arm's-length relationship with the independent record labels which are often considered more appealing to new talent than large corpo-

studios somewhat dismissively call it, continues to expand faster than north America.

Some US blockbusters become worldwide hits, including this summer's successes, Independence Day and Twister. But a recent trend is for some films, particularly star vehicles, to make significantly more money outside north America than they did there. Waterworld, last summer's aquatic epic, for instance, compensated for a poor performance in the US with robust receipts elsewhere.

In the short term this trend should benefit the Hollywood studios by lessening their dependence on the domestic market. Over the long term, however, it may pose problems as it has contributed to the escalation in star salaries and has triggered an increase in the number of films made, thereby rendering it increasingly difficult for movies to make an impact at the box office.

Meanwhile, the Hollywood studios, like record companies, are making efforts to "localise" their output by making more films outside north America. This development is partly driven by growing awareness of the need to appeal to foreign audiences, and partly by spiralling labour costs.

Several recent Hollywood-funded films, including Mission: Impossible and this year's Oscar-winner Braveheart, were shot in Europe. The US studios have also been setting up European operations, notably the new animation units opened by Walt Disney in Paris and Warner in London. And they are involved in plans to open new production centres in Europe, particularly in the UK, which has been the main beneficiary of the US film industry's Europhilia having enjoyed a long historical association with the US studios and, of course, sharing the same language. Walt Disney has for some time been searching for a UK base and Warner recently joined forces with United News and Media, the London-based media group, to seek planning permission for a studio near London.

The logistics of film making, with its huge production budgets and rockelling marketing costs, means that Hollywood will never be able to adapt its products to match local markets as effectively as the music industry does. But so far as the film market becomes increasingly globally integrated, it looks as though the US movie studios will at least try to meet the needs of "rest of world".

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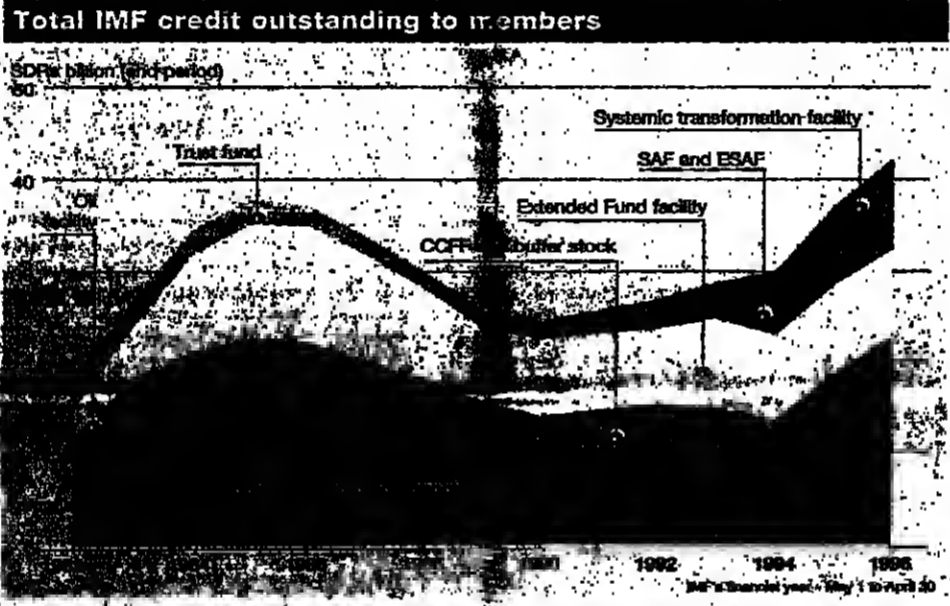
The challenges facing international institutions

Great survivor makes itself useful

The way in which the International Monetary Fund has tackled world events testifies to its creativity and the high opinion in which it is held. Martin Wolf discusses a new role for the IMF as it faces up to a world of global capital flows

The genius of the International Monetary Fund is its capacity for making itself useful. Under the Bretton Woods system of fixed exchange rates it was supposed to be the coach of the world's monetary team. Deprived of that role with the move to generalised floating in the 1970s, it has since been the sweeper - for dealing with unexpected events in the world economy. Strongly directed and competently staffed, the IMF has seized the opportunities afforded by every adverse economic wind. The crisis that followed Mexico's devaluation at the end of 1994 is merely the most recent example. Before that there were the oil shocks of the 1970s, the developing country debt crisis at the beginning of the 1980s and the collapse of communism at the end of the decade. As the chart shows, each of these events stimulated surges in IMF lending. But to increase its activities, the Fund has also had to invent new forms of lending. The standby facilities with which it began now operate alongside the complementary and contingency financing facility (CCFF) for temporary shortfalls of foreign exchange; the extended fund facility (EFF), which provides longer-term assistance; the structural adjustment and enhanced structural

adjustment facilities (SAF and ESAF) for low-income member countries; and the systemic transformation facility (STF) for economies in transition from socialism. All testify to the IMF's creativity and the high opinion in which it is held by its most powerful members. But the sums lent to Mexico - which obtained a standby for 12.1bn special drawing rights (SDRs) (about US\$18bn) in early 1995 - and other countries affected by its woes, has led to a search for additional resources. A part of the solution could be enhanced quotas, now under discussion in the eleventh general review. The more immediate one is expected to be enhancement of the general agreement to borrow (GAB): lines of credit of around \$28bn from 11 industrial countries (called confusingly the "group of 10"), plus Saudi Arabia. Agreement has almost been reached on a new agreement to borrow, in which the G10 would combine with 12 other countries to provide up to \$50bn to boost the IMF's finances in the event of crises such as Mexico's. Yet the IMF's resources are not limitless. Greater flows of private finance. Similarly, additional allocations of SDRs, which amounted to a mere 2.1 per cent of member countries' reserves at the end of April 1996, can play no more than



exchange rate developments, once its managing director, Mr. Michel Camdessus, has successfully shifted from operation to free policy co-ordination among the G7. In this he is characteristically French - and does not forget. A potential more significant form of prevention is the IMF's post-Mexico effort to improve the adequacy and timeliness of statistics. The special data dissemination standard for countries with, or seeking, access to international capital markets was agreed in April. The Fund is posting information about the statistical commitments of some 30 members on the Internet this month. Meanwhile, the IMF will also increase the intensity of regular surveillance of member countries, focusing on developments relevant to their creditworthiness. In doing this, it is inevitably found itself straying into two areas outside its original mandate: convertibility on capital account and the strengthening of banking systems. Where prevention ends, rescue begins. The IMF has taken a huge bet on Russia, agreeing a three-year extended arrangement of SDR 6.9bn (\$10bn) in March 1996, the largest in its history. Its bet on Mexico was at least as bold - and highly controversial. Intervention on this scale is arguably neither a desirable, nor a likely, response to a similar event elsewhere. A G10 report published in May asserted that "neither debtor countries nor their creditors should expect to be insulated from adverse financial consequences by the provision of large-scale official financing in the event of a crisis". It also rejected the institution of formal international bankruptcy procedures. But the report did encourage official support for initiatives to promote co-operation between debtors and private creditors.

PROFILE James Wolfensohn

Development missionary

James Wolfensohn, president of the World Bank, bridges the idea that he should have a "vision" for the Bank of the 21st century. "When people say I don't have a strategy, I get quite defensive about it. I have 100 strategies, or 120 strategies, for however many countries there are. I don't think an articulation of a general strategy makes any sense whatsoever." Nonetheless, that is what many of those gathered in Washington for the World Bank/IMF annual meetings will be expecting from the new president. They will be looking for answers to the biggest questions. Where exactly is Mr Wolfensohn taking the Bank? What is its role in a world where many countries no longer need its lending? "Will it be the Africa bank, or the bank that leverages private sector development, or the same old Bank doing all the same old things only better?" asks one staff member. It is not clear when Mr Wolfensohn intends to reply. But chances are that final answers will not come from the annual meetings. Perhaps it is too soon to expect much clarity on "the vision thing". Mr Wolfensohn, the former merchant banker turned development missionary, has been president for only 16 months. He has spent those months focused on two priorities: improving the bank's external relations with client and shareholder governments and with non-governmental organisations; and tackling a large internal reorganisa-



There's more to understanding food and drink than being able to order a Burgundy Grand Cru with Filet de bœuf in a restaurant. At least from an insurer's point of view, who wants to help the industry protect itself from hazards. And hazards there are, from a soft drink maliciously contaminated with chemicals to sardines languishing in the wrong oil. Manufacturers finding themselves in this kind of soup are fortunate if they can repair the damage before it gets out of hand. Of course, they'd be more fortunate if it never happened. Zurich, a leading global insurance group, knows a lot about the food and beverage industry. So we can be a useful ally in limiting not just the damage, but the risk, by specific methods of hazard analysis and risk engineering. Clear mutual understanding is what nourishes the relationship with our customers.



ZURICH INSURANCE GROUP

20 WORLD ECONOMY AND FINANCE: The challenges facing international institutions



Missionary

Continued from page 19

and senior officials are returning from a combination of management courses and field experience renewed and reinvigorated.

But what Mr Wolfensohn has undertaken is a massive exercise in group therapy, and it will not be completed overnight. Many staff complain that his difficult personality is not helping; they say he is irascible, thin-skinned, and reluctant to share credit with subordinates. Others counter that staff have simply been co-opted.

Externally, the Bank's isolationist image has been transformed by Mr Wolfensohn's ceaseless efforts to listen to constituents, whether borrowers or shareholders or non-governmental pressure groups. But the first blush has faded from some of these new relationships: the development charity Oxfam recently published a "report card" on Mr Wolfensohn which gave him a B-rating, citing delays in bridging the gap between the new president's rhetoric and Bank reality.

Oxfam graded the president on various subjects, but awarded its highest mark for his efforts to relieve the debt burden of the poorest countries, where he has shown strong leadership in fighting for a deal - which could be agreed at the annual meetings - to reduce their debt burden to bearable levels. The debt deal, if agreed, would represent the most visible achievement of the new Wolfensohn presidency. But the Bank's constituents will be hoping for more. With his passion and strong moral commitment to development, Mr Wolfensohn has managed to unleash tremendous energy within a previously moribund institution. But that may dissipate, unless he provides a strong sense of direction.

The Bank needs a clear and focused vision of its future. That means making hard choices about what it should do. The ultimate test of Mr Wolfensohn's missionary presidency will come when, over the next year, he begins to make those choices.

Patti Waldmeir

World Trade Organisation : by Guy de Jonquières

A road map still needed

No consensus yet exists on the aims for the first ministerial meeting

Barely three years after completing the Uruguay Round, the biggest trade liberalisation package in history, international trade negotiators are starting to ask where the world trade system should go next. So far, the question has created as much discord as harmony.

The immediate focus of the debate is the forthcoming ministerial conference of the World Trade Organisation in Singapore in mid-December. The first such meeting since the WTO was set up last year, it is an important opportunity to assess the WTO's record and to map out the road ahead.

The one point on which everyone agrees is that Singapore should not launch a new omnibus negotiating round. Not only have the Uruguay Round's provisions

yet to be fully implemented, but most WTO members have no appetite for a repetition of that gruelling eight-year marathon.

However, no consensus exists on exactly what Singapore should aim to achieve. The US, which in any case lacks the legislative authority to embark on new negotiations, wants the meeting to be largely a stocktaking session, designed to consolidate the achievements of the Uruguay Round. This low-key approach has some support in Asia and Latin America.

Sir Leon Brittan, the European Union's trade commissioner, favours a more ambitious programme. He has accused the US of foot-dragging and wants the WTO ministerial to pave the way for another big liberalisation push by committing itself to preparing for a new trade round by the end of the century. Australia, meanwhile, has called for an agreement to speed up tariff cuts.

Some of these disagreements turn out to be semantic. The WTO is committed by the Uruguay Round to

further negotiations and reviews in the next few years in sectors including services, agriculture and textiles. Some observers believe this "built-in agenda" may, in practice, develop into a fully-fledged round.

The biggest potential flashpoint is over US and EU demands that the WTO should grapple with a series of "new issues" in areas such as the environment, workers' rights, competition policy and corporate bribery.

Most of these proposals - and above all the idea of linking trade and labour standards - are fiercely opposed by even the most advanced developing countries, which see them as protectionist or otherwise inimical to their own interests.

Furthermore, many of the poorer WTO members complain that they have seen few benefits from the Uruguay Round and accuse rich countries of not living up to the spirit of commitments, notably to open their textiles markets. Failure to settle these disagreements could reduce Singapore to an agricultural shouting match.

Behind the unresolved debate about the specifics of the Singapore agenda lie deeper shifts, which are influencing governments' attitudes towards the role of the WTO.

Creation of the WTO has provided a more coherent institutional framework for the conduct of world trade relations than the General Agreement on Tariffs and Trade, which it replaced. It also has a wider remit.

However, its record to date has been mixed. Its biggest success has been in establishing much stronger dispute procedures, which have encouraged many countries to look to the WTO to settle trade conflicts.

But hopes that the WTO could become a permanent negotiating forum have so far been disappointed. Deadlines have passed without agreement in two sets of talks, on telecommunications and maritime services.

Furthermore, and contrary to critics' efforts to portray it as a powerful supranational monolith, its

resources remain tight. Members have rejected pleas for a budget increase by Renato Ruggiero, its director-general.

Yet the WTO is also being called on to tackle much bigger challenges than the Gatt ever faced. The emergence of fast-growing economies, notably in Asia, is rapidly reshaping the dynamics of trade relations, while important applicants - including China and Russia - are queuing to join.

Meanwhile, the task of liberalisation is pushing beyond border barriers into poorly charted areas such as services, traditionally viewed as the province of countries' domestic policies.

The WTO faces these tests without the transcendent leadership of the multilateral trade system which the US provided for most of the Gatt's life. Not only is the US still seeking to redefine its role after the collapse of Communism, but support for fresh trade liberalisation initiatives of all kinds is patently waning in Congress and among US voters.

US relations with its allies have also been blighted by legislation which would penalise foreign companies

investing in Cuba, Libya and Iran.

Finally, the picture is complicated by the worldwide spread of regional trade arrangements, which some trade experts fear will ultimately fragment the global economy and undermine multilateral principles.

Some observers argue that the WTO needs fresh impetus and firmer direction if it is to prove up to the tasks ahead. One proposal is that members should set a target date for total global liberalisation. Mr Ruggiero has fretted that the WTO enjoys neither the glamour nor the high-level political attention commanded by regional trade initiatives. He has flirted with the idea of a summit to mark the Gatt's 50th anniversary.

None of these ideas seems likely to be adopted. However, Sir Leon Brittan, at least, seems sympathetic to arguments that Singapore needs to demonstrate a political commitment to giving the WTO a clear strategic vision for the future. His attitude reflects in part a growing belief in Brussels that a strong WTO and effective multilateral rules are central to EU interests.

OECD: by Gillian Tett

Think-tank role expands

The new head plans a much stronger focus on trade and social issues

In recent months an unusual phenomenon has been spotted in the corridors of the Organisation for Economic Cooperation and Development (OECD) in Paris.

In previous years OECD staff have followed the French practice of spending July and August on the beach but last summer most stayed at their desks. As one OECD official says: "No one dared to take much holiday with so many changes under way at the group."

This new diligence is not surprising. For earlier this summer Donald Johnston, a former Canadian politician,

arrived in his new post as OECD secretary-general and the move is threatening to trigger a bigger shake-up at the group than anything it has experienced for at least a decade.

Some diplomats suspect this is long overdue. For the Paris-based group, which was founded 30 years ago as a bulwark of the western world against the Communist bloc, has been searching for a new identity.

It is still highly valued by governments as a meeting point and research body. And with many governments now cutting their own spending on economic research, its importance as a think-tank is growing.

But the group has been slow to adjust to a changing world. Although the emerging markets are exhibiting

economic muscle, the 27-strong membership is largely western dominated.

In recent years it has expanded to accept Poland, the Czech Republic and Hungary as members, but its internal structures have been ill-suited to cope with a shift in geographical focus, or a growing budget squeeze. Mr Johnston is painfully aware of these problems. And after mulling over them in the summer, he is planning a three-pronged reform campaign.

The first plank of this is the OECD's \$1.7bn budget. The group has been facing growing pressure from its member governments to curb costs. This pressure was transformed into a near crisis last year when the US refused to pay its contribution.

The US has now agreed to pay its due, albeit with a 2.5 per cent reduction but since this cut has now been copied by all other members, this has left the overall budget smaller. Mr Johnston insists he will tailor the group to fit the new budget. "I think it is very important that the financial situation be stabilised," he explains.

He hopes that costs can be reduced by trimming administrative expenses: a recent management consultancy report showed that the services were highly inefficient. But since 85 per cent of the budget is staff costs, this may mean job cuts as well.

The second task Mr Johnston faces is rather harder. For the budget squeeze has convinced him that he must also change the internal structure of the group.

Some changes have been made: a new management committee has been created. But others could prove far more difficult. This autumn controversial proposals will be considered for a reform to the OECD's links with non-members, which could include suggestions for a new category of associate members. "We need to rationalise our out-reach programme to non-members," Mr Johnston says.

Meanwhile, efforts are under way to change the OECD's tradition of giving every member a veto over decisions. This move is strongly resisted by smaller countries. Yet, without these changes, Mr Johnston will find it hard to tackle the third plank of his reform project - developing a new focus for the group.

Mr Johnston will submit his thoughts about this to governments this autumn. This is likely to include a

stress on the role that the group should play in promoting free trade.

Earlier suggestions that the OECD could make the global trade mandate its key priority have met with a cool reception at the World Trade Organisation. And Mr Johnston himself is now stressing that any free trade focus should go hand in hand with other social and economic issues. In particular, he suggests that a key question to be examined by the OECD is how to create social stability in conditions of fiscal austerity and deregulation.

"The OECD would argue that fiscal consolidation is essential, and so the question is, 'what can we do to help governments to convince electorates to stay the course?'" he says. Recent demonstrations in Australia and mounting unease in France provide a graphic illustration of the urgency of the problem, he points out.

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Multilateral development banks by Graham Bowley

MDBs under investigation

A blueprint for reform is now being drawn up by the World Bank and the IMF

Since their creation, the world's five multilateral development banks (MDBs) have played an important role in helping poor countries foster sustainable economic growth and higher standards of living. But the purpose of these publicly-funded institutions - the World Bank in Washington and the four regional development banks in the Americas, Africa, Asia and Europe - is now being closely re-examined. This examination has been spurred by a growing consensus among policy-makers that large-scale public involvement may hinder pri-

vat sector development and by allegations of corruption and incompetence against some of the MDBs. It also reflects the recognition that in many ways the circumstances in which the banks came into being have changed significantly. The MDBs must therefore be modernised to reflect these changed conditions. A task force set up by the World Bank and the IMF to examine the MDBs concluded earlier this year: "The multilateral development banks face a world vastly different from the one in which they were created." Reflecting the growing urgency for change, world leaders at the Group of Seven summit in Halifax last year discussed what Lawrence Summers, the US deputy treasury secretary, called a "blueprint for reform" of multilateral

development banks. This initiative urged banks to learn from past mistakes and to pay more attention to investment in people and popular participation in projects and to put greater emphasis on environmental projects. The G7 attempted to encourage the World Bank and regional banks to decentralise operations. A background paper said development banks should seriously consider "sharply reducing lending to countries that did not demonstrate a commitment to poverty reduction." It suggested this commitment could be assessed by comparing the share of government spending for basic social services with the share directed to non-productive areas "such as military spending". In April 1995, the Institute of International Finance

(IIF), a private-sector think-tank owned by international banks and other financial institutions, said, in a report commissioned by the World Bank and International Monetary Fund, that the World Bank and regional development banks had to be "more flexible and creative" if they were to be effective in promoting private-sector infrastructure investment in developing countries. The report echoed a common criticism that multilateral development banks were financing infrastructure projects that should be financed by the private sector. The multilateral agencies should be "financiers of last resort". According to the World Bank, only 7 per cent of infrastructure investment in developing countries is from private sources, and 12 per cent from bilateral and mul-



Lawrence Summers: blueprint for reform

tilateral aid agencies. The IIF said private financing would have to grow substantially to meet projected demand for infrastructure investment. As a result of these conclusions, the purpose of MDBs,

and whether their make-up is relevant in today's changed world, is now being carefully considered. The MDBs were created to act as financial intermediaries for private sector savings and aid budgets channelled towards development projects, as well as providers of expert analysis and advice. On some estimates, the MDBs now provide backing for nearly \$100bn in projects each year in emerging economies. Bank funding pays about two-fifths of project costs with local governments and foreign aid donors paying the rest. Recently MDB lending has shifted from projects, such as gigantic dams, agriculture and energy projects - some of these loans have been controversial - to social sector and environmental projects. As this year's World Bank and IMF report points out, some of the economies MDBs were created to assist have made great strides forward,

helped in large part by private capital flows as trade barriers have fallen and financial markets have become more global. But the report makes clear that there is still an important role for MDBs to play because many countries remain poor and encumbered with growing populations, environmental problems and widening inequalities. While private international capital flows have increased sharply, they have tended to be focused on just a small number of emerging countries. Some fast-growing countries have managed to attract large amounts of private sector capital, but others have been less fortunate. It is in these deprived countries that MDBs still have an important role to play. The report concluded that "the recovery of private sector lending and foreign direct investment should allow the MDBs to focus increasingly on countries

and activities that do not readily attract stable private financing". It said there would always be "critical development activities where governments will remain in the lead" such as investments in roads, health and education. Reforms such as financial market reform required close government involvement and supervision. But the task force proposed two tests which had to be met before the MDBs became involved in the financing of private sector activities. First, any MDB funding should be absolutely necessary, and the share of the MDBs' participation must not be so large as to displace private capital. The report said it had to be clear that the activity being funded would not proceed without the support of the MDB. The second test was that MDB involvement had to contribute to development or transition.

PROFILE

Wily operator ready for another term

The appointment in May of Michel Camdessus to an unprecedented third term as managing director of the International Monetary Fund was a remarkable achievement for someone once dismissed by a fellow Frenchman as an unremarkable official who should end his career running a small-to-medium-sized bank. Instead, the affable enarque is coming to the end of his first decade at the helm of the world's foremost financial and economic watchdog, with another five years to look forward to. His longevity in the post belies the fact that he has at some time or another annoyed almost every powerful lobby among the Fund's 181 disparate member countries. Mr Camdessus has cleverly steered the Fund through a period in which international bureaucracies have become even more unpopular than usual - both on the Left (where they are seen as advocates of a heartless laissez-faire economic orthodoxy) and on the Right (where they are seen as nests of pampered civil servants

ripe for efficiency improvements and budget cuts). The Fund's relevance has to some extent been in question ever since the collapse of the Bretton Woods exchange rate regime in the 1970s, the running of which the organisation was created to oversee. But Mr Camdessus was quick to see a role for the Fund in helping the transition of former Communist countries in eastern Europe to capitalism. From being accused of lending too little financial support to Russia in the early 1990s, he is now accused in some quarters of lending it too much. In 1994, he backed his developing country members in proposing a far-reaching expansion of the Fund's overdraft facility for central banks, while in the process annoying most of the industrial countries who actually pay for it. And in 1995 he pleased the Clinton administration by agreeing to provide massive emergency financial support for Mexico, but infuriated most Europeans by acting before

he had asked for the support of the Fund's executive board. "My job is not to look at what the industrial countries think," Mr Camdessus said in the midst of the overdraft row. "My duty is to give a judgment on what is in the global good." As a practicing Roman Catholic and father of six, he has also tried to give the Fund a caring image. But the IMF nonetheless continues to excite hostility from development charities. Despite this controversially activist record, Mr Camdessus's reappointment was approved unanimously by the IMF's board. Even those finance ministers and central bank governors who have crossed swords with him respect him as a wily operator and effective negotiator, skills which he honed as a deal-maker during the 1980s debt crisis. Born in Bayonne on May 1, 1933, Mr Camdessus was educated at the University of Paris and then at the city's Institute for Political Studies and the infamous Ecole Nationale d'Administration. He joined the French finance ministry as an off-

icial in 1960. After a period as financial attaché to the French delegation to the European Communities in the mid-1960s, he held a number of positions at the French Treasury, becoming director in 1982. Two years later he moved to the French central bank, first as deputy-governor, then as governor. Mr Camdessus finally took up the managing directorship in 1987, when the French managed to outmanoeuvre Onno Ruding, the Dutch candidate and front-runner, to replace Jacques de Larosiere. Although he says he is an economic technician rather than a politician, Mr Camdessus enjoys the limelight. As governor of the Bank of France he gave many more press conferences and interviews than either his predecessor or successor. And at the Fund he even appeared on Russian television to explain how President Boris Yeltsin's reforms had merited the IMF's financial support. His set-piece press conferences at the Fund's semi-annual meetings in Washington are also impressive - Mr Camdessus knows

just enough about the Fund's current relations with each of its members to begin his answer to every question with apparent effortlessness, giving him time to flick nervously through his briefing notes. His performances gain added charm from his lulling English, the few imperfections in which he plays up intentionally in internal meetings when he wishes to appear unintentionally rude. The Fund's executive board was hardly surprised when Mr Camdessus seized - with appropriate humility - the offer of a third term. There is still plenty he wants to do. He wants to put the Fund's financing on a firmer footing by securing a politically contentious increase in subscriptions. He wants to give the Fund's newest and least advantaged members fairer access to its resources. And he wants to ensure that importance of the Fund's role in the world economy is not questioned. Running the small-to-medium-sized bank will just have to wait. * Graduate of the Ecole Nationale d'Administration



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22 WORLD ECONOMY AND FINANCE: Policy issues

Global downsizing: by John Plender

Job for life has vanished

Unskilled workers have been penalised by new technology and international trade



There are few countries in the developed world where large corporations have not been downsizing their operations. Yet the obsession with downsizing, which has had extensive political fallout especially in the US, is a characteristic chiefly of the English-speaking economies. This is an extraordinary paradox, since their record in private sector job creation has been infinitely more impressive than that of continental Europe and their experience of structural adjustment has been far less taxing than Japan's. How are we to explain the fear engendered by the shrinkage in company employment in the more buoyant economies of the developed world club?

In the US the process of shrinkage among large companies has been more striking than elsewhere. The OECD estimates that between 1988 and 1991 the numbers of companies employing more than 500 people fell very sharply from 80.2 per cent of total employment to 43.1 per cent. The comparable figures for Japan and Germany showed an increase, while those for France and the UK were only marginally down by comparison.

The process has also been going on for a long time in the US. Total employment in the Fortune 500 companies is down from 15.5m in 1979 to 11.5m. Yet this underlines the slenderness of the statistical support for the widespread fear of job losses, since even in 1979 the Fortune 500 only accounted for 16 per cent of US employment. And while employment in smaller companies

is less secure, the position of unemployed Americans is enviable when compared with Europeans. Some 12 per cent of the US jobless have been unemployed for longer than a year compared with 30-40 per cent in much of Europe.

Any explanation of the phenomenon must be tentative. But it does seem probable that large companies have suffered some loss of competitive advantage as a result of information technology. Management theorists such as Michael Piore and Charles Sabel have also argued that the industrial structure is shifting from mass production in which semi-skilled workers play an important part in producing standardised goods, to a less rigid model akin to the craft systems of the earlier stages of the industrial revolution. More highly skilled workers are now needed to produce goods that are specific to the requirements of the customer. What is true is that technology and international trade have combined to increase the returns to education in the labour market and to penalise the unskilled of the western world. Inequality in the labour market is particularly marked in the US and the UK.

Yet technological change is also affecting the white-collar employee. This can be seen all around the world in sectors such as banking. In effect, overall employment in financial services has increased as wholesale markets have been required to respond to the challenges of globalisation and increased volatility. Yet retail banking has seen significant shrinkage as many jobs have been made unnecessary by new technology. Similar changes are happening in telecommunications.

Yet these changes are universal, while the fear of downsizing is not. The phobia may be explained by the way the English-speaking economies have embraced



Siemens is one German company being forced to cut back on staff

rather than softened the impact of technological change through deregulation, privatisation and the takeover mechanism.

In the US, the UK, Australia and New Zealand, deregulation has been a key policy instrument of the past two decades. Outside the US privatisation, too, has imposed structural changes on large, formerly state-controlled industries. Price cap regulation has forced management to address problems of over-manning which persisted under state control.

The final distinctive element in the English-speaking countries' business culture is the role of the takeover in bringing about structural changes in the economy. In the UK, for example, the shape of banking, pharmaceuticals and the utilities has been transformed in the present decade by a wave of takeovers, some agreed, some hostile, whose rationale has been to increase profitability through cost-cutting.

This robust pursuit of economic efficiency in the US, the UK and Australasia has killed off the job for life. Big company paternalism is being sacrificed on the altar of shareholder value. And the increased use of stock option and other forms of incentive schemes has encouraged the growth of "macho" management in these countries. Executives derive "psychic" satisfaction from demonstrating their capacity to take hard decisions by firing people.

The whole process becomes politically charged when Wall Street responds

ecstatically to the news of job cuts, as when the US telecoms giant AT & T announced 40,000 job cuts earlier this year. Such things have been grist to the mill of populist politicians such as Pat Buchanan. Also to the fourth estate which cannot resist headlines about "corporate killers".

This is not to say that there has been no downsizing in the rest of the developed world. Appreciation of the German and Japanese currencies has caused plenty of structural adjustment in these countries, too. Such companies as Daimler Benz and Siemens in Germany are being forced to lay off large numbers. But the treatment of redundant workers tends to be more humane. And the welfare safety net in continental Europe is much more generous than in the US.

It remains to be seen, too, whether privatisation in continental Europe will be accompanied by a regulatory regime that causes large-scale labour shedding. And in some countries such as Italy, downsizing could never become a big issue because the proportion of companies employing more than 500 is small - only 18.7 per cent in 1991 compared with 43.1 per cent in the US and 33.8 per cent in the UK.

The fear of downsizing appears, then, to be a product of the very robust Anglo-Saxon model of capitalism. Economic efficiency has greatly increased but only at the cost of turning insecurity into a key electoral issue in both the US and the UK.

Public services: by Alan Pike

Efficiency the watchword

As governments seek to contain spending, social provision is under question

There is no international standard in public services. In terms of the proportion of GDP devoted to them, quality of performance and the definition of what constitutes the public sector, they differ widely even between states with similar economic and social systems.

Increasingly, however, public services around the world are becoming united by common pressures as governments seek to contain public spending and encourage economic growth.

Privatisation, so recently a new and controversial doctrine, is now being advanced by governments of varying political persuasions throughout the world. Services which remain in the public sector face powerful pressures to improve efficiency. Nations with extensive social security systems are engaged in intense debates about whether it will prove possible to continue funding them in the future. And, from Sri Lanka to India to France, the effects of privatisation and financial constraints have stimulated protests and industrial unrest among public sector employees.

The scale of public services remains huge. Within the European Union the sector - broadly defined to include central, regional and local government departments, education, health, social welfare and similar state services, and commercial activities such as transport and posts that are often in the public sector - employs 25m, or 15 per cent of the active population.

In the UK, where privatisation has been pursued with particular vigour, public spending by the mid-1990s remained around 43 per cent of GDP - the level it had reached just as the public sector transformation began in 1980. Across the OECD nations as a whole, it rose from 37.2 per cent of GDP in

1980 to an estimated 41.5 per cent by the mid 1990s, while in the main European countries the growth was from 44.7 per cent to 51 per cent.

The World Economic Forum placed only one EU state, Luxembourg, in the top 10 of its 1996 competitiveness index. Its list was headed by Singapore, Hong Kong and New Zealand, the last of these a country which has made remarkable strides under Labour and National governments to restructure its welfare state along more market-based lines.

Most of the leading nations in the list were economies with relatively small public sectors and low tax rates, and one of the forum's basic conclusions was that the European social welfare system was proving too heavy a financial burden even for countries such as Germany and France.

A commentary for the forum by Prof Jeffrey Sachs and Andrew Warner, of Harvard University, concluded that the EU, in comparison with other groupings of advanced economies, was suffering from the effects of heavy taxation, large levels of government spending rel-

ative to GDP, inflexible labour markets and reduced saving rates. "These problems seem to be closely related to the ambitious social welfare states of Europe," they concluded.

Even for those who share such an analysis, tackling the issue poses acute dilemmas. Social welfare systems and public services retain strong popular support in advanced democracies. Indeed, one of the problems for politicians seeking to control public expenditure is that demands for more and better quality provision in services such as healthcare and education tend to rise with living standards and outstrip increases in GDP.

Governments have sought to moderate the upward spiral of public expenditure on such services by promoting measures to improve the efficiency with which they are delivered. Various internal management models - such as the split between purchasing and providing authorities in the UK's state-funded National Health Service or the growing resort to health maintenance organisations in the largely private US healthcare system - have

become internationally familiar features as part of efforts to contain costs.

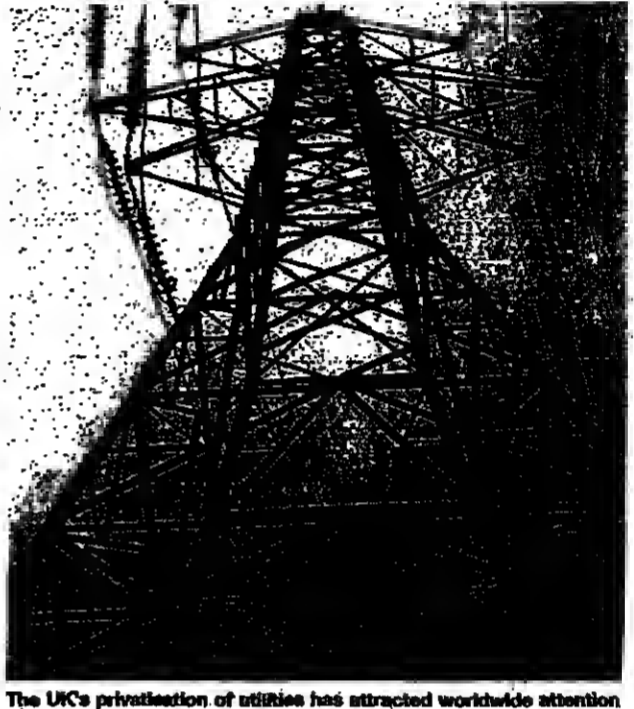
The UK and US are also examples of countries that have seen attempts to encourage the charitable sector to take up more of the slack arising from financial pressures on public services.

UK experience at privatising public utilities and exposing other public sector services to competition through competitive tendering has attracted considerable attention from elsewhere. The UK government believes that it is again leading the field with another innovation to reform public services through its Private Finance Initiative.

Launched in November, 1992, PFI is regarded by the UK government as one of its main hopes for developing more cost-effective public services. It is potentially applicable to an almost infinite array of public sector projects including hospitals, roads, bridges, prisons, computer systems and vehicle fleets. PFI projects are designed, built, financed and managed by the private sector - state agencies, instead of owning and operating capital assets, become purchasers of services from private providers.

Critics of PFI suggest that it is no more than a form of deferred payment for new capital projects. Its supporters reject this, and are convinced that with the private sector sharing the risk involved in delivering state services there will be considerable efficiency improvements and financial savings.

The UK government's target is to secure £14bn worth of PFI contracts by 1998-99. Whether or not this is achieved, there is no doubt that PFI's progress will be watched with considerable interest by other governments. Any solution which holds out the prospects of reducing government capital spending in the short term and improving efficiency at least delays the day when more fundamental questions about the financing and future of public services might have to be asked.



The UK's privatisation of utilities has attracted worldwide attention



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مصرف الامارات

Balancing the labour markets by Robert Taylor

Less certain stance

Differences are emerging inside the OECD about its neo-liberal jobs strategy

Ever since the publication of its jobs strategy in 1994, the Paris-based Organisation for Economic Co-operation and Development has been urging the market economies to pursue a deregulatory and flexible labour market programme as a way of creating job opportunities and reducing unemployment.

The Paris policy-makers - true to their neo-liberal economic beliefs - argued that while economic growth and a resulting increase in demand played a part in cutting the numbers of people out of work, the more intractable causes of continuing unemployment were the structural obstacles to job creation that exist in many labour markets.

"The single most important cause of rising unemployment as well as a growing incidence of low-wage jobs, is a growing gap between the need for OECD economies to adapt and to innovate and their capacity and even their will to do so," argued the 1994 jobs study.

The OECD said a new strategy was needed that would create a more favourable economic and social climate within which companies could create new jobs and people learn new skills to meet market requirements. By pursuing policies that would enhance the ability of workers to adjust as well as increase the capacity to innovate and be creative, the numbers of people without work would fall.

The OECD split out two years ago what was needed in such an approach to the unemployment crisis. It involved the encouragement of labour flexibility through the decentralisation of wage bargaining from national or even sector-level. This would encourage greater wage diversity based on differences of skill, regions, sectors and companies. There was also the need for less rigidity in the use of working-time by introducing more flexible working hours "tailored to individual worker preferences or family circumstances".


This year in its German

Unemployment in the main OECD countries
Percentage of the labour force

	Projections			
	1994	1995	1996	1997
United States	6.1	5.6	5.5	5.6
Japan	2.9	3.1	3.3	3.2
France	12.3	11.6	12.1	12.2
Germany	9.6	9.4	10.3	10.4
United Kingdom	9.2	8.2	7.9	7.5
Italy	11.3	12.0	12.1	12.0
Sweden	8.0	7.7	7.5	7.2
Total OECD	7.9	7.6	7.7	7.6
OECD Europe	10.8	10.3	10.5	10.4
European Union	11.8	11.2	11.4	11.3

Source: OECD Employment Outlook July 1996

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Battle of the generations by Stephanie Flanders

Conflict between age groups looms

By 2030, the over 60s in the world population will have tripled to 1.4bn

Karl Marx famously believed that all world history had been the history of class struggles. The signs are that the biggest economic battles of the next few decades will not be between classes, but between generations.

As the world's population gets older, governments are realising that meeting the demands of the over 60s means higher taxes and reduced spending and investment on services for the young. Younger generations are realising that meeting the demands of the over 60s means higher taxes and reduced spending and investment on services for the young.

As Marx would have predicted, the root cause of the conflict is technological and economic progress. Better health care has increased life expectancy in nearly all countries over the past 30 years. At the same time, many fast-growing developing countries have slowed their rates of population growth to a fraction of the time it took early industrialisers such as the UK.

The net result of these advances, according to the World Bank, will be a tripling of the number of people in the world over 60, from nearly 500m, or 9 per cent of the world's population, in 1990 to 1.4bn, or 16 per cent, by 2030. Most of this rise will be in developing countries - again, particularly Asian ones.

This leaves politicians needing to work out how the economy can support a much larger number of retired workers. Very poor countries have few or no programmes of public support for the elderly and will find it very difficult to build them afresh as life expectancy rates increase. By and large, however, the greatest conflicts in the years ahead will be in countries which have already made extensive, formal pension promises to the elderly.

The younger generations are unlikely to allow the politicians to keep these promises. Governments in the OECD countries (where the problem is exacerbated by slow wage growth and the post-war baby booms) and in the transition economies will be paying the largest "ageing bills" if their present welfare systems are not reformed.

The World Bank predicts that 31 per cent of the OECD population will be over 60 in 2030, compared to 18 per cent in 1990. In eastern Europe the share will rise from just over 15 per cent to nearly 28 per cent.



In some respects China faces the worst of both worlds, with a particularly rapid ageing of the population forecast over the next decades and an already over-stretched - and over-generous - state pension system. The strict one-child policies of the late 1970s and 1980s, and increased life expectancy, mean that the elderly share of the population will increase from a mere 8 per cent in 1990 to more than 22 per cent in 2030.

As is true of most developing countries, only a minority of Chinese who will be retiring in 20 or 30 years' time are covered by existing state pensions systems. These systems will have to be broadened to uncertain cost to the new generations of "only children". But the peculiarities of the Chinese economic reform process mean that it is already becoming very difficult to finance even the present narrow pension system, centred on industrial workers at state-owned enterprises.

In effect, the shrinking share of workers employed in the state sector in the wake of China's market reforms means that these employees are experiencing their old age crisis early. Worker contribution rates have increased dramatically to pay for a rising number of retired people: in some enterprises, the ratio of pensioners to workers is already more than 1 to 1. Official estimates suggest that, without reform, contribution rates for the state pension system will rise to more than 39 per cent of earnings by 2038, compared to an already high 23-25 per cent in the mid-1990s.

In China as elsewhere, it is fairly obvious what it would take to reduce the projected burden on younger workers. In broad terms, countries need to reduce the projected cost of their present pay-as-you-go pension systems while preparing more sustainable ones to replace or supplement them thereafter. The specifics of downsizing the old systems will of course differ. But most studies on the subject suggest some combination of the following: a higher retirement age, reduced benefits, a flatter structure of benefits to better target the poor, and, if possible, levying the taxes for state pensions from a broader base.

So much for the theory. The trouble, for the "baby bust" generations, is that the same demographic shifts which caused the coming conflict also lower the chances of it being resolved at the elderly's expense. The retired, and soon-to-be retired, have numbers on their side. And they have the advantage that many of those who will end up paying for their benefits either cannot, or do not, vote.

At one level, reform is simply inescapable. On unchanged policies, interest payments and social welfare payments - only one fifth of which go to the poor - will take 75 per cent of all US federal revenues by 2013, and 100 per cent 10 years later. Many European countries can produce equally gloomy forecasts. Sooner or later, action will be taken to avert such a costly transfer from young to old.

Lester Thurow, a US economist and commentator, is one of the gloomiest on the subject. In a recent book, he points out that, on average, those over 65 in the US receive a little over 40 per cent of their income from government. At the same time, slightly less than 40

per cent of their income from government. At the same time, slightly less than 40

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The war-ravaged country can now begin reconstruction

■ Bosnia: by Laura Silber

Cautious hopes

The institutions and finance have been put in place for the recovery process to start

The international effort to help finance and manage the reconstruction of war-ravaged Bosnia has been an act of faith from the moment of conception. It remains so following elections this month when ethnic parties swept the board among all three of the former warring communities.

The first drafts of what developed into a \$5.4bn, four-year, World Bank co-ordinated reconstruction plan were drawn up last year while Sarajevo was still besieged and the Dayton agreements, which halted the fighting and sent more than 50,000 troops from 36 nations to help implement the agreement, were not yet signed.

Milan Cvikel, a World Bank official then based in Warsaw and a Slovene by nationality, recalls slithering through the tunnel under Sarajevo's airport with draft proposals and taking part in planning sessions for a new central bank, a common currency and the general priorities for the reconstruction effort while shells from Bosnian Serb emplacements around the city were still crashing into nearby buildings.

Rory O'Sullivan, director of the World Bank mission in Sarajevo, is confident that the reconstruction plan will meet the target of disbursing \$800-900m this year. To date, \$1.5bn pledged for 1996 has been committed by governments and other donors. Most of the projects have been in the Croat-Muslim federation area while those prepared for the Serb entity are hanging fire, a carrot for future good behaviour.

The US-brokered Dayton agreement created the basic pre-conditions for reconstruction, an end to the fighting, and the warring sides then separated the warring sides. But neither the resulting armed truce, nor the conduct and outcome of the elections, created the conditions required for millions of refugees to return and rebuild their own homes. Reconstruction for many still seems destined to be a home of somebody else.

Much hangs on the willingness of the newly-elected leaders of the three ethnic communities to make the minimum political compromises required to re-organise transport, communications and other links between the Croat-Muslim federation and the Bosnian Serb entity, and on whatever military arrangements are put in place to maintain peace during and after the planned withdrawal of UN troops by the end of the year.

A few days before the elections the World Bank approved a \$50m low cost reconstruction assistance credit, backed by another \$20m from the Dutch government, to support the creation of federation-wide institutions in tax and customs administration, bank licensing and supervision, payments systems, and for the implementation of uniform budgetary and inter-govern-

ment fiscal policies and pension and health care provisions.

These are all crucial, technical areas. But in practice most powers affecting people's lives have been devolved to the Croat-Muslim federation and the Bosnian Serb entity and most of the reconstruction projects will need their blessing to be carried out.

The first session of the Bosnian parliament after elections is due to push through draft legislation setting up institutions such as a national bank and currency exchange mechanisms. It should also enact laws to give minimum substance to the over-arching Bosnian national government which is supposed to maintain the formal unity of Bosnia-Herzegovina. In recognition of the unpredictable political risks involved the World Bank offers a special low-cost political risk guarantee facility to encourage potential investors.

Before the war, Bosnia was essentially a farming country, interspersed with big industrial complexes set up for strategic reasons among the Bosnian hills and serving markets throughout the Yugoslav federation. Today huge tracts of rural Bosnia are dotted with burnt-out homes and farms, and most of the power plants and factories are idle or damaged, or both. Minefields and booby traps are among the worst legacies of the war and slowness in getting the mine clearance programme under way, in a country seeded with an estimated 6m mines remains a serious bottleneck.

The World Bank has allocated \$1.4bn for projects in Republika Srpska and \$3.7bn to the Muslim-Croat Federation. But restarting the factories depends not only on re-opening trade and other links between them but also the links with Serbia itself. The best hope here lies in the fact that Serbia's own economic rehabilitation depends partly on re-forging the old economic ties which cut across the new political boundaries.

Richard Sklar, President Clinton's special envoy for reconstruction in Bosnia, is optimistic. "The international community will maintain security and its economic presence and will not let war restart. Over the next five years the infrastructure can be rebuilt," he says.

Much of the international aid effort is designed to help improve the efficiency of local administrations, foster the entrepreneurial spirit and improve morale. Mr Sklar has devised a three-part strategy focusing on "quick win" projects which can be carried out swiftly and cheaply and other small scale projects which benefit local people and companies and provide tangible, visible evidence of recovery. Longer term, high visibility projects include re-opening the railway line from Sarajevo to the sea at Ploce and the restoration of damaged power plants. Given reasonable stability Mr O'Sullivan predicts that Bosnia could enjoy a 40-50 per cent growth rate over the next three to four years. "But if there is no political stability, we will walk away," he warns.

■ Post-conflict reconstruction by Graham Bowley

Prevention is better than cure

Peacekeeping forces in 16 countries cost the world a total of \$3bn in 1995

Grozny's charred and levelled ruins, Bosnia's destroyed cities, Gaza's milling crowds staring distrustfully through barbed wire at their Israeli antagonists, and Rwanda's mountains of dead are testament to the waste that conflict and war inflict on societies and economies.

According to the World Bank, there have been more internal conflicts, such as civil wars or insurgencies, in the world during the past 20 years than at any time this century. Fifteen of the 20 poorest countries in the world have experienced large conflicts since 1990.

The proliferation of conflicts across the globe, in Africa, the Middle East, the former Yugoslavia, and in Northern Ireland, and the huge costs that war has brought to these regions, have pushed the problem of post-conflict reconstruction to the forefront of the development agenda.

Development institutions such as the World Bank in

Washington have begun to recognise the need for urgency in addressing, as soon as the guns have fallen silent and sometimes before, the costs of conflict to physical and human capital, the damage to the social fabric, and the weakening of trust and the rule of law.

Such institutions have an important role to play in kick-starting new activity in war-ravaged regions - a role emphasised at the 1995 summit of the Group of Seven leading countries in Halifax.

According to Steven Holtzman, a social scientist specialising in post-conflict reconstruction at the World Bank, an important issue for development institutions is to ensure that aid is used properly and allows countries to begin to recover in a sustainable fashion. "Humanitarian aid without sustainable paths forward represents an increasingly expensive Band-aid," he said. For example, last year peacekeeping forces in 16 countries cost the world \$3bn. But this represents "nothing more than a security framework which cannot alone facilitate a transition out of war," he says.

The World Bank has committed resources in Bosnia

and Herzegovina, in the West Bank and Gaza, in Haiti, and in Angola, Ethiopia, Uganda and Mozambique.

Alone, or in tandem with organisations such as the UN and EU, it has pledged funds and extended credit lines to help develop power and transport schemes, to restart production, rebuild government institutions and to reconstruct water systems and schools.

In many places this is a useful start. But often the costs are huge. According to Mr Holtzman, estimates of the costs of destruction from the civil war in Lebanon have ranged upwards of \$25bn. During the strife in Rwanda, it was estimated that perhaps as much as a decade of outside investment was lost in a period of three months. As a result, greater emphasis is now being placed on prevention of conflicts and damage limitation.

But institutions such as the World Bank also recognise that their intervention in conflicts can sometimes exacerbate the problems. "Myopic or inadequately considered development policies, often urged on or initiated by outside actors,

including the World Bank, have either failed to provide the tools to dampen conflict or in some cases may have actually catalysed societal breakdown," said Mr Holtzman. Policy must primarily therefore be guided by the dictum "do no harm", he said.

Another problem which could exacerbate conflicts is the tendency of the international community to focus its political will more strongly on some countries. A point in case is the way in which much of the world's efforts were directed at solving the conflict in Yugoslavia, yet the troubles in, for example, Liberia were allowed to simmer on.

One of the most painful problems for countries following war or conflict is how to cope with huge flows of displaced peoples who have fled warzones and who now wish to return to their homelands. For example, one in 11 people in sub-Saharan Africa has been displaced over the past 10 years. "This means whole societies have changed," said Mr Holtzman.

Economies must cope with the sudden arrival of armies of soldiers returning to civilian life who need to be absorbed into society. The

clearing of landmines, and coping with the increased militarisation of societies and the relatively free availability of arms, have become pressing problems.

The winding down of huge military machines - as in Russia at present following the end of the Cold War and the collapse of the former Soviet Union - can also leave whole industries which relied on military spending irrelevant and redundant.

This can lead to painful restructuring, as companies and their workforces have to adjust to new patterns of demand and employment.

But before sustainable economic growth can resume, political stability must be ensured. Only when robust and popular political agreements are in place can the process of economic regeneration begin. Witness the energy with which thorough political solutions are being sought in Northern Ireland and the Middle East. And the importance assigned to Bosnia's first post-war elections this month.

Not only do advances on the political front diminish the chances of countries slipping back into the abyss of war but they also bring closer the point when nor-

mal economic life can begin again and ensures it has a greater chance of lasting.

After a lasting political solution has been reached, reconstruction can take place in stages. Philip Poole, a Russia and eastern Europe specialist at Barings Bank in London, sees the rebuilding of Russia after the stresses of the cold war as so far following predictable stages. Russia's experience may provide lessons for other countries.

According to Mr Poole, after a time of intense and tumultuous political change, there followed an equally unstable period of economic change as the Russian government struggled to bring inflation under control and stabilise the rouble. Mr Poole thinks that only now has sufficient stability been brought to the macroeconomy to allow the government to undertake the necessary reform and change in Russia's microeconomy.

"Corporate restructuring which has taken place elsewhere in eastern Europe has not happened yet in Russia although it is beginning to," he said. "Russia has come to a point of stability and we now move on to a new set of challenges."

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RECRUITMENT

Richard Donkin looks at two approaches to balancing work and home commitments

A family friendly workplace

It's good to see some people still have faith in UK companies. Consider this heart-warming statement from a new book: "Britain's world-class companies are providing their workers with excellent terms and conditions, investing in training and recognising that developing the commitment of people to the organisation requires more than warm words and a new mission statement."

middle-managers, most in their 40s and 50s, I thought it would be only a matter of time before the economic cycle would reverse the trend. The UK had been emerging from recession for some time with unemployment steadily falling.

How are these changes impacting upon the family? As Monks acknowledges, many good companies do care about employees. It is a point reinforced in the book by Clive Mather, chief information officer at Shell International. Where Monks and Mather differ, and where the debate needs to focus, is over what needs to be done to help people balance home and work life.

a contract which simply provides pay in return for work. "A job is more than simply a formal contract between a worker and an employer," Monks writes. "It is on the quality of this relationship that the success of the business depends."

long-term incentive schemes appears to be paying higher rewards than ever. Now accountancy firms are devising new tax-effective schemes - deferred convertible share plans - designed to allow executives to buy a cheaper class of shares and convert them into ordinary shares at a later date if the company has met certain targets.

agency will treat your curriculum vitae in confidence? How would you feel if you discovered it had been pushed out to other prospective employers without your knowledge? The discovery was particularly embarrassing for John Wall, a chartered accountant at ATW Group, an advertising company, who applied for a job with a larger salary advertised through the Hall Alexander agency, a member of the Harrison Willis Group.

request an applicant's permission to send out a CV to a small number of named companies, it said. An exchange of letters between Wall and Lawrence Smith, chairman of Harrison Willis, elicited an admission by Smith of "inefficiency and stupidity" by one of his executives that had been "completely inexcusable".

served. If, for example, the fee is 20 per cent of a job with a salary of £20,000 - not untypical - it can be seen that the business is extremely lucrative. This client policy puts pressure on the agencies with the result that CVs are sometimes sent out without any authorisation. The companies are doing nothing illegal although they may well be in breach of contract or their duty of care under civil law.

BANKING FINANCE & GENERAL APPOINTMENTS

EMERGING MARKETS



SEARCH & SELECTION

Our client, an international investment bank particularly active in the international emerging markets with an existing global trade finance network including offices in London, Africa, Eastern and Central Europe, Hong Kong, New York and Sweden, wishes to further enhance its leading position in Specialised Trade Finance. The Bank aims to expand its client and product base, developing trade finance opportunities across the emerging markets.

FORFAIT TRADERS

Candidates are sought at various levels of seniority and will work in the London Head Office of the Bank to generate transactions and liaise with the network of international forfait offices. Suitable applicants, subject to level of experience, will have:

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The Bank wishes to expand its trade finance relationships with trading and manufacturing companies, providing all forms of traditional and structured short-term counter trade, back-to-back letters of credit and commodity finance. Candidates will identify and conclude customer based transactions and develop a geographical niche offering acceptable pre-finance and counter trade opportunities.

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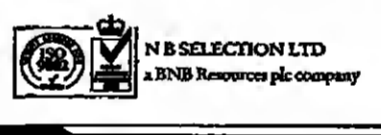
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THE POSITION
Key member of small London team with substantial autonomy. Responsible for financial structuring and analysis of lease and capital markets based products.
Provide rigorous analysis to tight deadlines. Advise on innovative products and structures at cutting edge of asset financing.

QUALIFICATIONS
Experience with lease and other asset finance analysis packages and advanced computer skills essential.
Graduate, preferably with further qualifications. Astute commercial judgement and common sense. Autonomous approach, entrepreneurial self starter coupled with strong communication skills. Team player.

Please send full cv, stating salary, ref F560906, to NBS, 10 Arthur Street, London EC4R 9AY



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Head of Legal and Compliance

India

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With assets in excess of £20bn and offices in more than 40 countries, Standard Chartered is a major force in international banking, offering a wide range of personal and commercial banking, merchant banking, investment and other related financial services.

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The ability to communicate at all levels both internally and externally is vital, together with the stature to represent the Bank at a senior level. An international perspective, a hands-on style and first-class qualities of leadership are all important characteristics. The remuneration package will reflect the importance and seniority of this role.



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Please apply in writing quoting reference 1234 with full career and salary details to: Alan Muntby, Whitehead Selection Limited, 11 Hill Street, London W1R 6SN. Tel: 0171 250 2043. http://www.ghoct.co.uk/whitehead



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Major international packaging firm, decorated packaging, seeks enterprising individual to establish presence in Europe. Sales offices already exist in France/UK. Manager would join one of the fastest growing paper/packaging groups in the world with a record of dramatic development. Candidates must have commensurate capability. Extensive travel. English/French/German fluency required. Base salary £60,000 + interesting performance bonus. Benefits in keeping with position. Please apply in writing to: Chairman, PAK 2000, FAX: 603 568 3888 (USA)

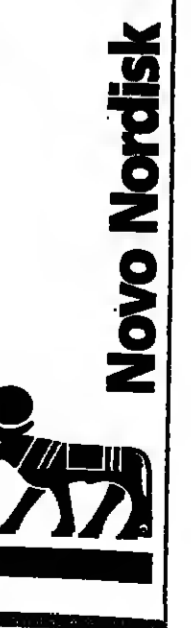


Trainee Financial Journalist - Stockholm
AFX News requires a graduate with fluent English and a Scandinavian language to join the group as a trainee financial journalist. The successful applicant will be trained in the UK for a period of three to six months before being posted to the Stockholm bureau. Knowledge of financial markets would be an advantage. AFX is an English language news wire jointly owned by the Financial Times and Agence France-Press.

HUMAN RESOURCE MANAGER

Location: PARIS

The Company
An internationally renowned, Danish biotechnology company, operating a regional centre in Paris, covering Western, Central, and Eastern European locations.
The Position
Recruitment of high calibre staff across Europe.
Producing and running relevant training programmes.
Implementation of effective employee development plans.
Introducing coaching techniques to support remote management.
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The Candidate
We are looking for an experienced HR professional of graduate status, being a self starter and used to working on their own initiatives. You should have a broad business based background and have used leading edge techniques.
Familiarity with MBTI and similar techniques would be very useful. Excellent interpersonal and cultural skills, acute judgement, combined with drive and energy are prerequisites.
French language is also required.
Competitive salary plus relocation expenses if applicable.
In the first instance, please direct applications with full C.V. + photo to: J.A. Chambers, HR Director (ref. 44) - Novo Nordisk Bioindustrie S.A. 79, avenue Francois Arago 92017 Nanterre Cedex FRANCE



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DM Excellent

Germany

Our Client is a world-wide leader in the provision of investment banking advisory services to the telecoms and media sectors. Specialising in cable television, broadcasting, radio, publishing, telecommunications and entertainment, it has successfully completed more than US\$12 billion in transactions since its inception. A network of professionals in 12 offices throughout the US, Europe and Asia has led to its pioneering the globalisation of the most dynamic growth areas in the world today.

The Role


Successful candidates will be involved in the execution and marketing of investment banking business, specifically M&A and strategic advisory work, valuations, financings, and restructurings. The positions will be based in Germany, the centre of our Client's European operations, and will involve considerable travel working on cross-border transactions.

Requirements

- Minimum 2 years investment banking/corporate finance experience, with a background in media/telecoms an advantage.
- Fluent written and spoken German.
- Excellent knowledge of cash-flow forecasting, modelling and the application of business valuation methodology.
- Good presentation skills and an entrepreneurial, creative outlook.
- Outstanding academic record.

The positions represent exceptional opportunities to be at the centre of one of the most active areas within corporate finance. Interested candidates should contact *Christopher Squire* at the address below.

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b a n k i n g

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Our client is a global banking group with an established investment banking operation, with an extensive and impressive client base world wide.

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He or she should demonstrate the potential to persuade and influence, in addition to a fair for analysis and negotiation, establishing credibility at all levels of seniority.

Speaking native Serbian, with excellent written and spoken English, the ideal candidate should be educated to Western post-graduate level in an economic or financial qualification. The individual should have the confidence and credibility to establish links across the firm and maximise these relationships in pursuit of business opportunities. This is a challenging role for individuals eager to develop a career with a major financial house where there is ongoing and long term commitment to developing business in these exciting markets.

To apply, please write with your CV, quoting reference 599 to Alastair Lyon, Confidential Reply Handling Service, Associates in Advertising, 5 St John's Lane, London EC1M 4BH.

Your application will only be forwarded to this client, however, please indicate clearly any organisations to which your details should not be sent.

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Our client, a prestigious US investment bank, is looking for an experienced Salesperson to sell and market Japanese equities to a European client base, specifically focusing on UK Fund Managers.

The role involves ensuring a continual flow of market information and equity recommendations to clients - as well as a constant liaison with Research Analysts in Tokyo.

The following attributes are essential:

- Excellent knowledge of the Japanese market and Japanese companies gained through at least eight years' experience to selling Japanese equities and using relevant research
- Fluent Japanese and first hand knowledge of Japanese culture through direct working and social experience.
- Additional language skills, ideally European.
- MBA qualification and proven management skills.
- Experience in a research capacity.
- Experience of organising and participating in research trips.

To apply, please send your CV, quoting ref: 541, to Alastair Lyon, Confidential Reply Handling Service, Associates in Advertising, 5 St John's Lane, London EC1M 4BH.

Applications will only be forwarded to this client, but please clearly indicate any organisation to whom your details should not be sent.

ASSOCIATES IN ADVERTISING

RESEARCH EDITOR/PRODUCTION CO-ORDINATOR

A leading Scandinavian stockbroker, currently establishing a London office, invites applications for a position as editor/production co-ordinator for its research team. Candidates are likely to have a financial journalist background, with experience in understanding and editing financial information. The Successful applicant will have a broad knowledge of the securities market and have a high degree of PC literacy and layout skills.

The stockbroker will be opening up a representative office in London in late 1996. Initially, some 6-10 analysts and sales traders will be employed in its London staff. Back office functions and technical support, as well as most of the analyst department, is and will be located in Scandinavia. Over the next few years, it is expected that the office will grow considerably in size, as the London-based business volume has been increasing rapidly over the last few years.

The stockbroker's strategy is based on a leading position in research, secondary trading and investment banking to its country of origin. Commitment to impartial and high-quality research has been among the main factors responsible for its recent growth.

The editor will be working closely with the rest of the research team to create, develop and present research ideas in a product format suited to the UK investor market. While the position involves considerable responsibility and a demanding work schedule, the work atmosphere is friendly and flexible. In the relatively small London office, every staff member will be an important partner in developing the company's UK presence.

The editor will not be required to do any translation, but will work with analysts to prepare presentations and papers from raw material supplied by the research staff. The editor will also be responsible for the editing of a daily newsletter, and some experience with layout will be welcome.

Salary and financial conditions will be competitive and performance-based, and the editor will have considerable independence and ability to structure and develop the job according to needs and individual wishes.

The stockbroker is an equal opportunity employer, and welcomes applications from both men and women.

Please apply with a curriculum vitae and covering letter to:

Box A5701, Financial Times,
One Southwark Bridge, London SE1 9HL

SECURITIES LENDING TRADER

CITY

Our client, a leading Investment Bank, are seeking to recruit an experienced Securities Lending Trader. A minimum of 3-5 years experience of lending and borrowing in international markets. Additional experience of lending and borrowing UK Equities would be extremely beneficial. An understanding of UK legislation governing the securities lending market, credit and legal regulations and cross border transactions is also required. Relevant degree qualification.

The position will involve:

- Covering of internal short positions.
- Matched book trading.
- Client account management.
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- Generating new supply and demand.
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A flexible, self-motivated, team attitude is essential, coupled with strong client management skills.

Please reply to Box No. A2697 The Financial Times, 1 Southwark Bridge, London SE1 9HZ enclosing a full Curriculum Vitae.

BANK OF ENGLAND

Senior Economist - London Based

The Bank's *Monetary Instruments and Markets Division* (part of Monetary Analysis) is looking for an experienced economist with a background in monetary economics, macroeconomics or finance to work as *Research Manager*.

We conduct research and analysis on the information in financial asset prices, on central bank operations in domestic and foreign markets, and on government funding and reserves management. Since the Division was formed two years ago we have developed a growing reputation for applied research in such fields as the term structure of interest rates, extracting information from option prices and index-linked bonds, and money market and debt management operations. Much of our work is published.

You will need a strong background in research and the ability to design and implement projects applied to current policy issues. You will also need to take an active role in the management of 15 research staff. Strong presentation skills are essential and proven experience in presenting financial material to senior policy makers will be an advantage.

Salary and benefits will be competitive. We are also happy to consider secondments from other public or private sector organisations.

Please apply in writing with a full CV to:
Janet Hayes, Monetary Stability Personnel Unit
Bank of England, Threadneedle Street, London EC2R 8AH
by 18 October 1996.

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Quantitative Analyst

£ Competitive salary + Benefits + Bonus

THE COMPANY

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THE JOB PROFILE

We now seek to recruit a quantitative analyst to join our expanding fixed interest team - based at our offices at the Broadgate Centre in the heart of the City.

The job involves quantitative research in fixed interest markets, assisting in the development of analytical tools and products, and implementation of risk control techniques. There are excellent career opportunities.

THE CANDIDATE

The candidate must have a good degree and/or MBA, preferably with some financial sector experience. He or she must have strong economic/statistical abilities and be computer literate.

Excellent communication skills are essential including complete fluency (verbal and written) in German. As well as impressive academic qualities, the successful candidate will need to fit into a team where hard work, enthusiasm and dedication are common traits.

CANDIDATES SHOULD SEND THEIR CVS TO:
Colin Cowie, Personnel Manager, Foreign & Colonial Management Limited, Exchange House, Finsbury Street, London EC2A 2NY.

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POLAND

Banking Resource Unit Banking Consultant

As part of the British Know How Fund's Banking Resource Unit in Warsaw, you will help Polish banks to develop core capabilities in the strategic areas of business strategy, business development, and organisational arrangements conducive to meeting realistic banking business goals. Advising Polish banks on management information requirements, profit centre development, personnel recruitment and management, and assisting them to define their control procedures, internal audit and operations will also fall within your remit.

You will be a commercial banker with at least 15 years' varied experience which must include line management either in the headquarters of a full service commercial bank or management of a large branch of a full service commercial bank together with significant exposure to such a bank's head office operations. The ability to work outside the British/Western banking culture without back up of a large international organisation is essential as are good interpersonal and communications skills. Experience of giving on the job or classroom training would be an advantage coupled with experience in Poland or another Central European or FSU economy in transition. The ability to speak Polish would be an added advantage.

The position will be resident full-time in Warsaw for two years.

An attractive benefits package is available up to £80K subject to negotiation regarding basic pay, accommodation and paid return visits to the UK.

Candidates should either be nationals of Member States of the European Economic Area (EEA), or Commonwealth citizens who have an established right of abode and the right to work in the United Kingdom.

The closing date for receipt of completed applications is 18 October 1996.

For further details and application form, please write to Appointments Officer, Ref No AR360/AOF/FT, Abercrombie House, Edinburgh Road, East Kilbride, Glasgow G75 3BA, or telephone 01358 843626.

ODA is committed to a policy of equal opportunities and applications for this post are sought from both men and women.

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The Role:

- will involve the functional analysis of existing systems, with a particular focus on accounting.
- will cover the identification and analysis of current business processes, procedures and workflow patterns.
- will assist in establishing and monitoring strategic plans.

The Person:

- will possess a minimum of two years experience analysing and advising on business processes.
- will have the ability to communicate fluently in the commercial languages of both Japan and the UK.
- will have experience of project management, and knowledge of the securities industry.

To apply, please fax or fax your full curriculum vitae, including details of current remuneration, to either Sean Carr or Richard Lyons. Applications will only be forwarded to this client. Please indicate clearly any organisations to which your details should not be sent.

SEARCH & SELECTION LIMITED

Wardlaw Court, 29 Throgmorton St.,
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Monitoring the City

The prime objective of IMRO, as a leading financial services regulator, is to protect investors by setting and promoting standards for the investment firms it regulates. We are currently looking for individuals with an interest in investor protection to join our Monitoring department.

We are particularly interested in hearing from those with a regulatory or compliance background or in-depth knowledge of the food management industry. We are also looking for qualified accountants with experience of auditing investment management companies.

You will be part of a team responsible for visiting IMRO regulated firms to identify possible areas of investor risk and recommend appropriate action. This will involve working closely with the senior management and staff of regulated firms to assess their investment practices and dealing with any compliance issues that arise.

This is an exciting opportunity to join an organisation within an important sector of the financial services industry. We can also offer competitive starting salaries and an attractive benefits package, together with excellent opportunities for training and development.

To apply, please forward a detailed CV, including current salary details to, Debbie Willis, Human Resources Officer, IMRO, Lloyds Chambers, 1 Portoken Street, London E1 8BT. Please quote reference FT96/09.

IMRO (Investment Management Regulatory Organisation Limited) regulates approximately 1,100 firms and 18,000 individuals. The firms include fund management organisations (including pension funds and investment trusts), managers and trustees of unit-linked unit trusts and banks. Funds managed by IMRO regulated firms have a total value in excess of £1,000 billion.

IMRO

مكتبات الاصل

Corporate Finance

London

NatWest Markets is a leading European investment bank with significant operations in North America and Asia Pacific. It is a pre-eminent provider of corporate finance, equity and debt capital markets, asset management, treasury and banking services globally. NatWest Markets Corporate Finance provides advisory services in the UK and internationally to corporate and government clients on mergers, acquisitions, disposals, equity capital raising, restructurings, privatisations and on other

strategic and financial matters. The department draws on the considerable financial strength and industry knowledge of NatWest Markets' other business areas.

Due to increasing levels of business across all areas of the Corporate Finance department, we are presently seeking to recruit a number of talented individuals who wish to build a career in investment banking.

UK AND CONTINENTAL EUROPE

Having grown their businesses significantly over the last two years, the UK and Continental European Corporate Finance Teams are inviting applications from candidates who are:

- commercially orientated ACA's, lawyers or MBA's with up to three years' post-qualification experience, who are probably aged between 24 and 28, or equally
- executives with two or three years' experience in corporate finance at a merchant or investment bank.

Applicants will be entrepreneurial and able to demonstrate a high level of academic achievement, strong interpersonal skills and a high degree of professionalism. Candidates for our Continental European and Global Industries teams should ideally be fluent in at least one European language in addition to English. Successful candidates will be rewarded by a competitive remuneration package, reflecting experience and qualifications.

GLOBAL INDUSTRIES

With an emphasis on cross-border transactions in the aerospace, energy, media/telecommunications and pharmaceuticals sectors, the Global Industries Team is inviting applications from candidates who are probably aged between 25 and 30 and who are:

- executives with at least two years' experience in international corporate finance and with relevant industry experience from a leading investment bank; or equally
- strategic or management consultants who have experience in international corporate finance from a leading consulting firm.

Applicants should forward a CV in strict confidence to our retained advisers, Guy Townsend and Brian Hamill at the address below, quoting reference GT2505 (UK and Continental Europe) or GT2506 (Global Industries). All direct responses will be forwarded to:

Walker Hamill Executive Selection, 103-105 Jermyn Street, St James's, London SW1Y 6EE (Fax: 0171 839 5857).

NATWEST MARKETS

Schroders Fund Management

Schroder Investment Management Limited is one of the UK's most successful fund management groups with total funds under management exceeding £80 billion. Outstanding opportunities now exist at Executive level within Schroder Personal Investment Management Limited (SPIML) and Schroder International Fixed Income (SIFI).

The Roles

There are four trainee vacancies for talented graduates in SPIML (our Private Clients Department) where you will be assisting with:

- The monitoring and management of clients' portfolios.
- The preparation of reports to clients.
- The formulation and presentation of investment proposals to potential clients and their advisers.

In addition there is a further role within our Global Fixed Income Department (SIFI).

The Requirements

To qualify as a candidate for these roles you need to have:-

- At least a 2:1 degree and excellent 'A' levels.
- Up to three years post-graduate experience in a profession.
- Strong communication skills, both written and oral, and the ability to establish an excellent rapport with clients.
- Numeracy and PC skills.
- One position requires fluency in a European language, preferably German.
- The position within SIFI requires IMC qualified candidates who are progressing to full IIMR qualification. Fixed income or other investment management experience together with good quantitative skills are preferred.

The compensation package includes a competitive salary plus full banking benefits. Career prospects are excellent.

Applications in writing stating role applied for, with full curriculum vitae (including salary details), should be sent to:

Hays City

Rhonda Wood, Hays City, 141 Moorgate, London, EC2M 6TX
Tel: 0171-788 9585. Fax: 0171-638 7509
All direct applications will be forwarded to Hays City.

PORTFOLIO ANALYST - GLOBAL FUNDS GROUP

Frank Russell Company is one of the world's largest and most influential investment consultants. Continuing business growth has created the need for an additional professional in our London based Global Funds Group. This group manages seven multi-manager international equity and fixed income funds, representing assets under management of US\$350 million with clients in ten countries across Asia, Europe and the Middle East.

The Position

To support one or more Portfolio Managers/Associate Portfolio Managers in all aspects of the portfolio management and client reporting function including performance measurement. This will include the following activities: capital markets research, selection and ongoing management of manager team, allocation of assets to managers, setting, revising and monitoring of fund and manager guidelines to ensure compliance, quarterly manager calls and meetings, monitoring and allocation of client subscription/redemptions and the preparation and presentation of client-specific performance reports.

Requirements

We seek a highly motivated professional, a flexible team player, ideally with an investment management background, who will enjoy the challenge of working for a rapidly expanding global business. You will have:

- a strong analytical mind;
- excellent general computer skills with experience of Excel and Access
- good communication skills both written and oral
- knowledge of investment markets and management techniques

In complete confidence, please write with CV to:

Funds Department, Frank Russell Company Ltd., 6 Cork Street, London W1X 1PB

Russell

INTERNATIONAL FINANCE

We are seeking an experienced placing agent to market and sell a U.S. \$600 million new issue 144A Private Placement Offering. Must have excellent contacts with foreign and domestic institutional investors. Substantial fee basis compensation. Contact: First Capital Markets 280 Park Avenue New York, NY 10017 Tel: 212-833-1800

Junior Dealer/ Salesperson

required specialising in Italian equities. English mother tongue and fluent Italian. SFA registration preferred. Salary negotiable. Please send full CV to:

BPI (Securities) Limited, 44 London Fruit Exchange, Bruntsfield Street, London E1 6EU

MANAGEMENT TRAINEE

I require two well educated individuals (25-30) who want to be trained to fill management positions within a successful and expanding private company. The career path will reward those who accept responsibility with the job satisfaction and financial gain they deserve. Call:

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Price Waterhouse Corporate Finance

In 1995, Price Waterhouse Corporate Finance advised on more than 350 transactions worldwide, with a total value of \$14 billion. PW's world ambition is to be the leading global consultant to top-tier companies, committed to solving their complex business problems.

Corporate Finance is an essential part of the PW world, dedicated to providing services and advice to clients. The Corporate Finance Practice contributes significantly to work carried out in meeting the strategic, financial needs of clients, in the areas of mergers and acquisitions, privatisations, business valuations, management buy-outs and corporate recovery.

The Dutch Corporate Finance and Recovery Practice, established in 1992, is highly successful and growing rapidly. This growth has created a need for outstanding individuals to join the team, based in Amsterdam.

Managers and Senior Managers Amsterdam

Operating as a Corporate Finance Practitioner within PW, you will use your specialism to participate in the problem solving process, providing a blend of financial and strategic knowledge to effect workable and commercially beneficial solutions for clients.

As part of a multi-disciplinary team, you will be working directly with clients, gaining recognition in the market place and extending the network of quality contacts.

You are expected to contribute to the development, management and direction of the Practice, and assist in seeking out and proposing for new business. You are also expected to assist in the counselling and training of staff.

If you are a professional of the highest calibre, who thrives in a working environment of continuous challenge, then we are interested in hearing from you. Please send a detailed curriculum vitae quoting reference CS/45813 to Caroline Stockdale ACA, Michael Page International, Apollo House, Gerrit van der Veerstraat 9, 1077 DM Amsterdam, fax number: 00 31 20 5789440. For further information please call her on 00 31 20 5789444.

Suitable candidates will possess the following attributes:

- Proven experience in corporate finance, together with relevant professional qualifications.
- Four to seven years spent possibly in banking, 'Big G' environment, legal/insolvency or MNC.
- A commitment to providing independent, objective advice to clients.
- Professionalism coupled with strong leadership skills.
- An entrepreneurial approach with the ability to produce innovative but practical solutions.
- Excellent communication and presentation skills, including fluency in Dutch and/or English.
- High motivation, with the potential to become a partner.
- Strong analytical skills and the ability to think strategically.

MP

Michael Page International

International Recruitment Consultants
London Paris Amsterdam Dusseldorf Frankfurt Hong Kong Singapore Sydney Melbourne

مكتبة العدل

Bank of Montreal Dublin

Six figure package + bonus

General Manager

New role to spearhead the development of the Bank's offshore subsidiary in Dublin. Founded in 1817 the Bank of Montreal is Canada's oldest bank with total assets of \$152bn and 30,000+ employees. It is recognised as a wholly diversified financial services institution - amongst the largest in North America. Its European presence has historically been located in London, but a new international operation will open in Dublin at the end of 1996. This wholly owned subsidiary will manage and develop a substantial money market book, a managed futures service and corporate banking. This is a major opportunity for personal and professional development in a fast-moving, high-growth environment.

THE ROLE

- Responsible to the General Manager & SVP - Europe for managing a small team and successfully controlling and developing individual lines of business.
- Identifying growth opportunities across Europe, planning and managing their implementation. Growing and developing an effective team, of mainly local staff, to complement business success.
- Representing the Bank in Ireland to statutory and commercial organisations. Adhering to the highest standards of regulatory requirements.

THE QUALIFICATIONS

- Talented, graduate banker with a fast-track career in a blue-chip commercial or investment bank. Well-developed skills in management, business development or financial control with high potential for growth into a significant general management role. Ideally international experience and language skills.
- Disciplined analyst and planner with mature commercial judgement. Excellent communication and relationship building skills with entrepreneurial flair. A natural business builder.
- Stature and presence to represent the Bank in influential forums. High levels of energy and leadership with the appetite for a real challenge.

Leeds 0113 2307774
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Selector Europe
Spencer Stuart

Please reply with full details to:
Selector Europe, Ref. FT9214096A,
14 Cannongate Place,
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Major Insurance Group City

Six figure package

Capital Markets Risk Financing

This brand new venture by a premier global insurance firm requires the outstanding leadership of a financial engineer. The objective is to bring together the disciplines of insurance and capital markets by providing an advisory service packaging insurance and financial risk solutions to the major catastrophe exposures of the firm's worldwide clients. This imaginative initiative is supported at the highest levels of senior management and its success will put the firm at the forefront of its peer group.

THE ROLE

- Lead the product development process bringing a capital markets focus to financial and physical catastrophe risk transfer beyond traditional parameters.
- Support the company's senior directors in harnessing the firm's global fortune 500 relationships by establishing clients' risk management requirements and determining innovative solutions.
- Present these complex concepts to the investment banks and other derivative providers and consequently intermediate in the handling of major transactions.

THE QUALIFICATIONS

- Bright graduate, preferably with MBA or PhD, and a minimum of five years' financial engineering experience in a bank or corporate covering risk management or quantitative derivative advisory techniques. Energy experience advantageous.
- Highly analytical mind capable of delivering often complex imaginative solutions to financial issues. Demonstrable project management skills with the tenacity to bring transactions to fruition.
- Strong personality with the determination to lead a new initiative. Excellent communication skills with the personal style to generate credibility with the company, its clients and the broader financial community.

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Selector Europe
Spencer Stuart

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London WC2 2ED

Executive Search London

E Negotiable + bonus

Global Financial Services Research

Spencer Stuart is one of the worldwide leaders in executive search with an outstanding record of growth built on the foundations of a highly collegiate structure and quality consulting team. The firm has a global financial services practice with dedicated consultants and research associates in all the key financial centres. London acts as one of the coordinating offices for global activity and our continuous growth demands a further investment in dedicated research.

THE ROLE

- Provide sector-driven research on senior level exclusive retained mandates on behalf of a select number of clients in investment banking, asset management, insurance, consumer financial services and real estate.
- Work alongside the financial services consultants on the search process attending client briefings and then playing a pivotal role in identifying, attracting and appointing key executives.
- Provide proactive support to the practice by constantly monitoring market trends and developments across the industry and the respective product and functional disciplines.

THE QUALIFICATIONS

- Mature graduates with at least five years' commercial experience or exposure to the financial services industry. Language skills and computer literacy would be an advantage.
- Proven project management skills with a diligent and resilient attitude. Natural curiosity combined with a tenacious and energetic approach.
- Excellent written and verbal communication skills with proven ability to work in a cross-cultural environment. Stature and presence to engender credibility at senior management level both with clients and across the Spencer Stuart network.

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Spencer Stuart

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14 Cannongate Place,
London WC2 2ED

UK Private Equity Firm London

To £70,000 + attractive benefits

Private Equity - Investment Manager

Exciting opportunity to contribute to the strategic growth of one of the leading management buyout arrangers in the UK. The organisation has an impressive track record and is seeking to expand its team to help invest new funds. Primarily focused on leading UK management buyouts and buy-ins, the Group is also expanding through an affiliate network across Continental Europe.

THE ROLE

- Working as part of a highly focused investment team, take responsibility for all aspects of due diligence, financial evaluations and legal negotiations.
- Actively monitor the performance of investee companies, contributing constructively to their management and sitting on their boards in due course.
- Rapidly gain an understanding of the dynamics of the Private Equity markets so as to move quickly into deal origination.

THE QUALIFICATIONS

- Aged 25 - 35, preferably ACA or MBA. Analytical, numerate, computer literate. Must have relevant experience in Private Equity, Corporate Recovery, Corporate Development or Investment Banking.
- Strategic vision, commercial acumen and an instinct for exploiting market opportunities. Strong transaction management skills.
- Stature and credibility to work with investee companies and other members of the team. Highly motivated, energetic and robust team player with good interpersonal skills and the ambition and determination to succeed.

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Selector Europe
Spencer Stuart

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LEADING EUROPEAN INVESTMENT BANK

INTERNATIONAL BUSINESS DEVELOPMENT

LONDON **EXCELLENT PACKAGE**

This leading European Investment Bank operates on a global basis in 60 countries. It offers a full range of investment banking activities including Equity, Fixed Income, M&A, Corporate Banking, Asset Management and Securities Services. The Business Development Group is responsible for developing new and existing client relationships through the targeted coverage of companies throughout Europe. Operating at the highest levels, its role is to facilitate the marketing of the entire range of investment banking products. Integral to the Group is a team of Associates who take a leading role in spotting opportunities, generating ideas, contributing to proposals and managing the follow-through. These Associates combine strong analytical and evaluative skills with an instinct for marketing and creativity. Whilst working closely as a team across the range of projects, they also develop an in-depth knowledge of specific sectors and/or geographic markets. Two high calibre Associates are sought to strengthen this group. The scope of both roles is Europe-wide and therefore regular travel is involved. Specifically, the vacancies are:

FINANCIAL INSTITUTIONS ASSOCIATE
To focus on the insurance, banking and finance sector, with a particular focus on Germany and Northern Europe. A detailed knowledge of the insurance and/or banking industries is essential as well as fluency in German.

CORPORATE FINANCE ASSOCIATE
To work initially across a wide variety of geographic and industry sectors, before developing a specific area of expertise.

The successful candidates will possess the following:

- ACA or significant analytical experience at a similar level;
- a commercial and innovative outlook;
- fluency in at least two European languages, one of which must be English;
- a track record of managing their own development;
- an excellent academic record;
- the interpersonal skills to succeed in a client focused environment;
- a clear commitment to a career in investment banking.

Interested applicants should contact Michael Clarke or James Rust at Robert Walters Associates on 0171 579 3333. Alternatively please send a copy of your CV, stating current remuneration to them at 25 Bedford Street, London, WC2E 9HP, or fax them on 0171 915 8714 or Internet michael.clarke@robertwalters.com

ROBERT WALTERS ASSOCIATES

L O N D O N W I N D O S O R N E W Y O R K A M S T E R D A M B E R L I N S Y D N E Y W E L L I N G T O N

Credit and Marketing Officer

Arab National Bank, a leading Saudi Arabian bank, is seeking to recruit an additional member for its London based marketing team. The position will involve frequent travel throughout Europe and to Saudi Arabia and will be primarily focussed on the provision of support for trade and capital flows between those two areas. Candidates should have well established credit skills and a solid marketing background. Although the position will not be that of a trade finance specialist, some general experience of trade finance products will be preferred. Attractive salary and usual benefits will be offered.

Replies in confidence to: Karen Cleary, Arab National Bank, P.O. Box 2LB, 47 Seymour Street, London W1A 2LB.

Les Echos

The FT can help you reach additional business readers in France. Our link with the French business newspaper, Les Echos, gives you a unique recruitment advertising opportunity to capitalise on the FT's European readership and to further target the French business world. For information on rates and further details please telephone: Toby Finden-Crofts on +44 171 873 3456

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The Brussels based bioindustries seeks a

DEPUTY SECRETARY GENERAL

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APPOINTMENTS ADVERTISING

appears in the UK edition every Monday, Wednesday & Thursday and in the International edition every Friday.

For further information please contact:
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Investment Fund Sales

SW1

Nikko Europe, a leading stockbroker and investment bank, is expanding its activities in the marketing and sale of a range of Luxembourg based investment funds. A person is sought who is experienced in selling funds to professional intermediaries in the UK market. As part of a small team the successful candidate will promote the Nikko Global Umbrella Fund and other Japanese and Asian funds. Experience should have been gained with one of the larger UK based investment houses preferably one with exposure to offshore funds, including Luxembourg. We seek a person motivated to maximise the sales potential of each fund. To reward motivation the remuneration package will be strongly linked to performance.

To apply please write enclosing a full cv to Alistair Wood, Nikko Europe Plc, 55 Victoria Street, London SW1H 0EU. Applications will be accepted until Wednesday 9 October 1996.

NIKKO

Experienced Money Broker

required for DEM Capital Markets section. 5 years Capital Market experience minimum. Must be fluent in German with proven track record and established customer base. Salary negotiable.

Please apply to:
Box A5698, Financial Times,
One Southwark Bridge, London SE1 9HL

UK EQUITY SALES

A City based private client securities firm is offering a limited number of trainee positions on its equities sales team. Applicants will be required to achieve a pass in the Securities Representative examination prior to a formal offer of employment being made. Individuals who pass the examination will be considered for supervised positions on the equities sales team.

To apply, please write with full education and career details to:
Zbig Peterson, Director, Danesfield Securities Ltd.,
1st Floor, 44 Warship Street, London EC2A 2EA

Market Leading Hi-Tech Company

West London

Worldwide market leader in the supply of sophisticated on-line interactive software to the travel sector with substantial market share. Blue-chip US parent with operations in 24 countries throughout Europe, Middle East and Africa, split into two regions - North and South. Consistent growth has created these two new high-profile opportunities. Both appointments will have strategic influence on future operations, reporting to the European Finance Director.

Finance Manager - Southern Region c. £45,000 + Car + Benefits

- THE POSITION**
- Full financial planning, reporting and control for 12 countries. Manage, motivate and develop 12 staff across UK and Europe.
 - Develop management information systems and business planning processes across the region. Increase financial awareness of operational management.
 - Key person in European finance team. Evaluate and establish expansion in new countries.
- QUALIFICATIONS**
- Probably aged early to late thirties with previous experience as manager/controller level.
 - Previous exposure to Europe and background experience in hi-tech sector an advantage.
 - Technically sound with strong interpersonal skills. Proactive self starter. Able to work in fast-moving, multicultural environment. Willingness to travel when required.

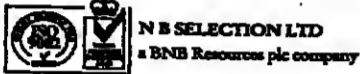
Ref LG60913

International Tax Manager c. £50,000 + Car + Benefits

- THE POSITION**
- Full responsibility for income tax, VAT planning and compliance. Identify and implement best practice tax strategy across Europe, Middle East and Africa.
 - Evaluate tax implications of business plans, contracts and potential transactions. Influence decisions accordingly. Liaise closely with, and report to, Tax Director in USA.
 - Continually ensure company's tax declaration strategy remains consistent with growth.
- QUALIFICATIONS**
- Graduate qualified (ACA or ATT) corporate tax specialist. Strategic tax planning experience in industry or big six firm. European exposure preferable.
 - Technically excellent and commercially astute with strong interpersonal skills. Strategic thinker.
 - Confident. Ability to influence at Board level. Able to prioritise and manage deadlines.

Ref LG60914

Please send full cv, stating salary, quoting relevant reference, to NBS, 54 Jermyn Street, London, SW1Y 6LX



Tel 0171 493 4392 • Fax 0171 409 1784
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CRT

Tapping Potential

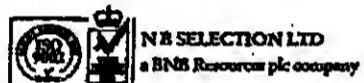
Group Financial Controller

c. £50,000 + Attractive Package North West PLC

Formed in 1989, CRT is a leading UK training and recruitment company. Since inception, the Group has grown rapidly organically and through acquisition and now has £100m t/o, and 1,300 employees in more than 130 locations throughout the UK. Now poised for its next phase of substantial expansion following a capital injection of £109m of cash, CRT seeks to strengthen the central finance team with an individual capable of further progression within the Group.

- THE POSITION**
- Significant, high-profile role. Primary responsibility for the production, interpretation and analysis of Group management information. Support Group Finance Director.
 - Design and maintain rigorous reporting, budgeting and forecasting routines. Manage treasury and tax functions.
 - Establish strong links and presence in subsidiaries. Develop and maintain internal controls. Support acquisitions.
- QUALIFICATIONS**
- Graduate ACA, ideally "Big Six" trained. Probably 5-10 years' PQE. Possibly first position out of profession or FC/ED looking for significant Group role with scope in progress further.
 - Outstanding technical skills. Critical eye for business issues. Strong attention to detail. Familiarity with spreadsheets essential. IT literate.
 - Able to command respect of high profile international Board Members. Articulate, influential and intelligent.

Please send full cv, stating salary, ref MN60701/R, to NBS, Courthill House, Water Lane, Wilmslow, Cheshire SK9 5AP Tel 01625 539953



CRT Subsidiaries include
Software Personnel • LINK Training
Pitman Training • CRT Multimedia
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Financial Controller

Manufacturing

To £35,000 + Car + Benefits West Yorkshire

Business role for commercial, qualified accountant in fast-moving, competitive sector. High degree of autonomy, working closely with Business Director.

- THE COMPANY**
- Profitable subsidiary of industrial, multinational, £1.2bn turnover plc.
 - Market-leading manufacturer of components for automotive sector, 500 employees.
 - Ambitious growth plans; substantial investment in new systems.
- THE POSITION**
- Provide complete financial service for business. Advise and actively participate in development of business strategy. Evaluate strategic options.
 - Implement major new business systems. Challenge current practices.
- QUALIFICATIONS**
- Manage budgets, stock levels, costings and capital investment appraisals.
 - Qualified accountant with minimum 4 years' PQE; manufacturing sector.
 - Commercial, astute and able to operate in multifunctional management team. Able quickly to achieve credibility across the business.
 - Combination of strategic and hands-on skills. Excellent interpersonal skills and business judgement.

Please send full cv, stating salary, ref LD60904 to NBS, Yorkshire House, Greek Street, Leeds LS1 5SX



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(Not the) Group Controller

£ UPPER QUARTILE CHELMSFORD

Harnessing the power of information
A change role for a consultant, MBA or ACA

- | | | |
|---|--|--|
| <p>The Company</p> <ul style="list-style-type: none"> M&G Group P.L.C., a major quoted financial services group. £15bn funds under management Substantial institutional client base and 11/4m retail investors. Modern out of town customer service team of 600 people includes 70 in finance. | <p>The Position</p> <ul style="list-style-type: none"> Reporting to FD, to set about a radical reappraisal of the data provided to run the business. Play an active part in the wider management team to improve performance in operational support areas. Create a leading edge corporate service from an already high quality financial management team. | <p>The Person</p> <ul style="list-style-type: none"> Proven record, either as a consultant or in corporate controllership, in the review and redesign of practices and processes to focus on added value. Graduate Chartered Accountant or MBA with a talent for inspiring change. Creative and self assured in applying new technology to business systems. Ability to get the best out of people and teams at all levels. |
|---|--|--|



Please send a full CV to: STC Selection, 54 Jermyn Street, London SW1Y 6LX, quoting reference 2991



Finance Director and Company Secretary

Reinsurance Broking

A highly successful reinsurance broker wishes to appoint a Finance Director to succeed the present incumbent who is retiring. The person appointed will be responsible for managing and developing a finance function which exercises the necessary controls and which participates actively in the business, providing strong support to the technical and broking teams. The jobholder will also carry out the responsibilities of Company Secretary and Compliance Officer for Lloyds.

Probably aged early to mid thirties you will have a UK accountancy qualification and will have held for several years a senior financial appointment in a successful, customer led organisation in the UK financial services sector. A good understanding of the insurance market and regulation will clearly be advantageous.

Please apply in writing, stating age and current salary and quoting reference FT398, to Carolyn Forbes, Michael K. Howard, 433 Luton Road, Harpenden, Hertfordshire, AL5 3QE.

Applications will be acknowledged and forwarded to our client. Please name any Companies to which your details should not be sent.

c. £80,000
London



REGIONAL MANAGEMENT ACCOUNTANT

£Attractive + Car Stockport

Cussons International, part of Paterson Zochonis plc, is a multinational business manufacturing soaps, toiletries and household products. A strong portfolio of brands is marketed in many parts of the world including Australia, Nigeria, Greece, Poland and the Far East.

Based at Head Office you will have specific responsibility for several of the overseas operating units. This will include the preparation of corporate plans, performance review, assistance with the development of accounting information and systems/procedures and ensuring the effectiveness of internal financial controls throughout the Group. You will also work closely with Regional Directors and play a major role in evaluating proposed expansion projects/acquisitions.

You must hold a recognised Accountancy qualification and must have a minimum of 5 years experience of both Management and Financial Accounting in a manufacturing environment, ideally gained in FMCG. Experience of managing a small unit and of working with overseas operations will be an advantage. By its nature the job will entail frequent travel and periods of time abroad. In addition to a competitive salary we can offer an Executive Car, Family BUPA and relocation expenses where appropriate.

If you are interested, please telephone 0161 491 8144 for an application form or write giving full career details including salary to: John Silverwood, Senior Personnel Executive, Cussons (International Limited), Cussons House, Bird Hall Lane, Stockport SK3 0XN.



DIRECTOR OF TAX

EUROPE, MIDDLE EAST, AFRICA, (EMEA)

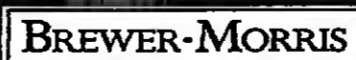


Enabling the Information Age™

Reading

c. £80,000 + Benefits

This assignment is being handled exclusively by Brewer Morris. Please contact Matthew Phillips on 0171 415 2800 or write to him at Brewer Morris, 179 Queen Victoria Street, London EC4V 4DD, Evenings & Weekends 0181 940 1783




TAXATION RECRUITMENT SPECIALISTS




Oracle Corporation is the world's largest supplier of software for information management, and the world's second largest software company. With annual revenues of more than \$4.2 billion and a growth rate of 35-45%, the company offers its database tools and application products (along with related consulting, education and support services) in more than 90 countries around the world. An exciting opportunity has now arisen to join Oracle as Director of Tax for the EMEA region. In this role you will take full responsibility for:

- Pan European structural and transactional tax planning
- tax provisioning for US GAAP purposes
- local tax compliance
- indirect tax planning

To meet the challenges of this high profile role Oracle seeks an exceptional individual. Professionally qualified (ACA/CPA or Lawyer) you will have up to 10 years' experience in tax planning for US-based multinationals (including a working knowledge of US tax law/US GAAP FAS 109). In person you will be highly self-motivated, and confident in your ability to achieve results in a strongly international environment.



R.J. REYNOLDS TOBACCO INTERNATIONAL S.A.

The New Frontier

Former Soviet Union

Our client, R.J. Reynolds Tobacco International S.A., in 1992 was the first major investor in private cigarette enterprises in the Former Soviet Union. Since then the company has established itself as the recognised market leader with 6 production sites employing in excess of 5,000 staff. The company is committed to further growth in order to enhance its position and status in the industry world-wide.

As a result of recent acquisitions, the company is seeking to recruit Financial Directors for its operations throughout the region. Reporting to and assisting the local General Manager, responsibilities will include:

- design, implementation and administration of pc based information systems;
- installation and development of robust financial controls and reporting procedures;
- training and development of local staff in accounting and internal controls;

Interested applicants should forward a comprehensive CV, including current salary package and daytime telephone number to Hugh Everard, Director at Michael Page Eastern Europe, Page House, 39-41 Parker Street, London WC2B 5LH.


PACKAGES

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the

VERY BEST



Michael Page Eastern Europe
International Recruitment Consultants

Global Treasury and Investment Banking Business and Technology Audit

City (International Travel)

Headquartered in London, HSBC Holdings plc is one of the largest banking and financial services organisations in the world, with more than 3,300 offices in 75 countries.

The HSBC Group is a market leader in the global Treasury and Investment Banking business, with offices located in all the world's major financial centres, including London, New York, Tokyo, Sydney and Hong Kong. The Group is committed to retaining, and developing further, its pre-eminent position in this area.

Global responsibility for auditing the complex activities involved in these businesses rests with a high profile team of specialists based in London. Responsibilities cover all aspects of the businesses, including risk management and policy, performance reporting, operations, information technology and regulatory compliance.

Due to expansion, we are seeking a small number of high-calibre individuals to become key members of our operational and technology audit areas. The roles offer unparalleled exposure to the Group's global Treasury and Investment Banking activities, and will involve overseas travel of up to 40%.

£ Excellent & Banking Benefits

Successful candidates are likely to have the following background:

- Strong academic record.
- Qualified Accountants, or comparable professionals, with at least 2 to 4 years' relevant experience in financial services with a 'Big Six' Accounting firm or an Investment Bank.
- Strong product and business knowledge in Treasury and Investment Banking, or in the IT systems supporting these areas.
- Excellent communication and presentation skills.
- Leadership skills coupled with a willingness to take a 'hands on' approach in operational reviews.


Above all, candidates must be motivated and prepared to demonstrate commitment to a career within financial services.

These are challenging roles, providing a high level of exposure to senior management throughout the HSBC Group. These outstanding opportunities offer a highly competitive salary package, and success will ensure advancement within the Group.

For further information, please send a CV, including a daytime telephone number to Kevin Golder, HR Operations Manager, HSBC Holdings plc, 10 Lower Thames Street, London EC3R 6AE.



HSBC Holdings plc



Price Waterhouse
EXECUTIVE SEARCH & SELECTION

Business Finance Management

A strong hand...with a light touch

Up to £55,000 plus benefits Home Counties

Caveat

To take up the reins of this, the fastest growing and most volatile division of an international corporation, requires no ordinary combination of skills. But then, this is no commonplace organisation. And, then again, you aren't looking for a background skit. Now that we understand one another.....

The Lure

You will be responsible - at the head of a small team - to the business head for managing and co-ordinating the financial planning, accounting, banking systems and sales administration functions across our Eastern European region. If even that sounds disappointingly routine, let us move to the highlights.....

We may be asking the impossible, but can you raise the temptation to do just that? To be a master in the art of being right? To identify, monitor and contain business risk - and to judge infallibly when and where the limits of the envelope can be explored?

The Challenge

All of this is set against a background of rapid, sometimes unpredictable change in a market where commercial success can be achieved only through the radical creativity of the business units in the field. Your role will be to harness that creativity to a strong, cohesive financial management framework yet retaining the flexibility to adapt to the disparate requirements of circumstances in a genuinely multi-cultural environment.

Setting the Scene

For your judgement to command the trust of our thoroughbred international sales team, it must be presented with the confidence born of expertise and experience. You must be able to combine corporate

credibility at board level with the sensitivity to establish a working rapport with colleagues throughout our far-flung divisions.

Your Background

A qualified accountant, you will need at least 10 years' wide-ranging financial, commercial and administrative management experience rooted in a rapidly changing and market-led environment involving inter-company and multi-currency business practice. IT literate with exposure to continuing systems development, your track record will demonstrate consummate skills in high level planning, organisation and problem solving in situations demanding cool-headed, decisive actions.

Equally, you must possess the determination and energy required to handle the rapid growth expected of this business group. On a personal level, you are a good persuasive, approachable communicator with excellent presentation skills.

Rewards

From the beginning, you will relish the excitement of a level of challenge which cannot be over-estimated. As to the future, the prospects for career development would be hard to exaggerate; while the ambitious targets already set will provide still further scope for achievement.

If all this sounds like you, write to our advising consultant, David Hunter, quoting reference L/1691 at the address below. Alternatively, call him for a confidential discussion on 0171 939 3661.

Executive Search & Selection,
Price Waterhouse Management Consulting Ltd.,
Southwark Towers, 32 London Bridge Street, London SE1 9SX.
Fax: 0171 378 0647
E-mail: David.Hunter@Europe.notes.pwc.com.

Retail Accounts Payable Audit


Unique opportunity
Independence and High Earnings Potential

Howard Schultz & Associates is the world's leading accounts payable audit firm. In 1995 our 1600 self-employed associates, operating from 25 offices in 16 countries, recovered \$400 million in supplier over-payments for over 1600 clients.

Our 50 UK associates work for 65 of the UK's leading retailers. Rapid growth has now created the need for 2 new associates, one in the Midlands and one in the South East.

- Are you a qualified accountant, with extensive retail experience, commercial flair, and the drive to earn a six figure income?
- Do you have the maturity, people skills and technical ability to handle accounts payable and supplier staff at all levels?

If so, please send your CV to Peter Bennett, Howard Schultz & Associates, White House Court, Leighton Buzzard, Beds. LU7 8FD.
(Tel: 01525 852882 Fax: 01525 853535)





CAPITAL INTERNATIONAL LIMITED

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- The effective use of financial information within the company which is both timely and meaningful.
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Candidates should forward their CV in the first instance to:
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13/14 Park Place,
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Tel: 0113 245 0851. Fax: 0113 242 1021.

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Interested candidates should write in confidence to our advising consultants, **Andrew Livesey or Christina Tessaro**, quoting reference number **UKR00119** at **Nicholson International (Search and Selection Consultants)**, Bracton House, 34-36 High Holborn, London WC1V 6AS. Alternatively, fax your details on **0171 404 8128**.

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£70,000 + bonus + benefits

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For further information in the strictest confidence, contact Raj Munde on 0171 240 1040. Alternatively, send your resumé quoting reference number 2146/09 to Morgan & Banks PLC, Bretenham House, Lancaster Place, London, WC2E 7EN. Fax No: 0171 240 1052.

E-mail: a&s@morgan01.demon.co.uk Internet address: http://www.morganbanks.com

INTERNATIONAL

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DSL

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- Preparation of detailed cashflows on a monthly basis and assessing with business plans.
- Providing monthly management accounts and analysis, contact by contract.

The Appointee

A qualified accountant of graduate calibre with a strong academic background you will have 5 years' post qualification experience within a fast moving commercial environment. Strong financial accounting skills with an international bias are key factors. You will thrive in a changing environment with a proven track record of establishing controls whilst leading and motivating a team.

To apply, please contact Helen Cherry, Hays Accountancy Personnel, 7 Glen Rise, Stag Place, Victoria, London, SW1E 1AA. Fax: 0171 630 5396.

Financial Controller

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To apply, please contact Tim Newton Hays Accountancy Personnel, 104 Baker Street, London W1M 1LA. Tel: 0171 486 6557. Fax: 0171 486 6502.

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THE POSITION

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- Work at the most senior levels to establish current and anticipate future requirements from the businesses and maximise the commercial contribution of IT.
- Project manage the continued development and successful implementation of the strategic project to migrate key operational processing systems to a client server environment.
- Liaise with, and manage, key external suppliers, service providers and consultants.

QUALIFICATIONS

- Probably aged at least 40 with a strong intellect and at least 5 years senior IT management experience servicing a large scale, multi-site user base.
- Demonstrable leadership and man-management skills together with the presence and communication skills to establish credibility at the most senior levels.
- A good level of technical awareness, embracing both Systems Development and Operations, and including client server.
- Proven project and programme management experience together with practical implementation skills and a strong track record of delivery to time and budget.
- A good degree of commercial awareness, clear business focus and a background in financial services, ideally including General Insurance.

Interested candidates should write, enclosing full career and current salary details to the advising consultant, Keith Evans, at Questor International Ltd, 3 Burlington Gardens, London W1X 1LE. Please quote reference 309818.

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City

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The person appointed will have superior interpersonal skills and credibility in order to be able to forge strong relationships with the business.

The remuneration package is designed to attract a candidate of the highest calibre.

To apply, you must send a copy of your CV to Derek Wreay at The Wreay Partnership, who is managing this assignment.

THE WREAY PARTNERSHIP
150 Regent Street, London W1R 5FA
Fax: 0171 494 3634

IT Appointments

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LONDON

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- control and security reviews on a variety of platforms.

The position will appeal to an experienced Computer Audit professional who is likely to have a relevant professional qualification and a minimum of 2 years computer audit experience gained either in commerce or an international

accounting firm. It is essential that applicants have had exposure to a number of the areas described above and wish to move into a new and technically challenging environment.

The successful candidate will be able to demonstrate strong analytical/problem solving skills, have the intellectual capacity to generate, absorb and apply new ideas and the ability to execute practical business solutions.

Interested applicants should send a current CV to Samantha Laurie at Robert Walters Associates, 25 Bedford Street, London WC2E 9HP. Tel: 0171 379 3333 or Fax 0171 915 8714. Email: samantha.laurie@robertwalters.com

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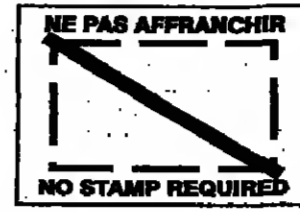
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مكتبات الصحف

France: by Andrew Jack

Easing the road to Maastricht

The government is confident its tough policies will enable Emu criteria to be met

Time is running out for France as it prepares for European monetary union, but Jean Arthuis, the country's economics and finance minister, remains confident that everything is going to plan.

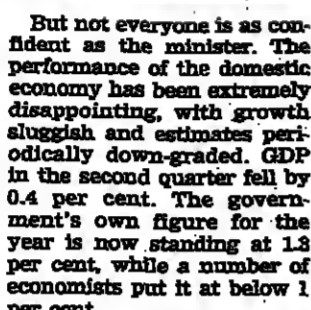
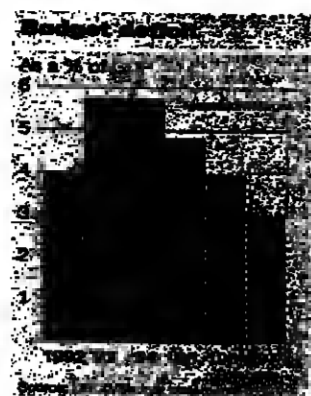
In mid-September, he unveiled a 1997 budget which for the first time in many years aims to freeze public expenditure, after adjusting for inflation, shaving just FF18bn off 1996 levels to leave a budget deficit of FF284bn.

"We were late in realising that high public spending risked stifling the economy and destroyed the potential for creating jobs," he says. "There was a feeling that ever-higher spending was inevitable. But now the direction is turning. We have broken with a long period of immobility."

His efforts to achieve this goal include an historic reduction by natural wastage in the number of France's 2m civil servants, albeit by the extremely modest figure of 6,000-7,000 - well below the figure of more than 40,000 who retire each year.

This initiative and others to cut spending across all government departments mean that he feels confident the country will achieve its goal outlined in its first budget last year after the election of President Jacques Chirac: to cut the deficit as a proportion of GDP to 4 per cent this year and 3 per cent in 1997, meeting one of the most important criteria in the Maastricht treaty for monetary union.

Mr Arthuis refuses publicly even to discuss the possibility that the target may be unachievable, or that either the criteria should be modified or that the calendar slip. "We want the treaty, all the treaty and nothing but the treaty," he says defiantly.



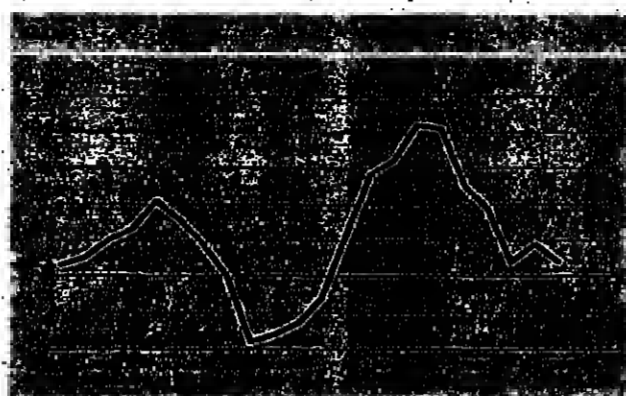
But not everyone is as confident as the minister. The performance of the domestic economy has been extremely disappointing, with growth sluggish and estimates periodically down-graded. GDP in the second quarter fell by 0.4 per cent. The government's own figure for the year is now standing at 1.3 per cent, while a number of economists put it at below 1 per cent.

The persistent relatively high cost of borrowing and the corresponding lack of investment by businesses, combined with disappointing levels of consumption, show little sign of changing.

France's social security deficit - driven by high unemployment and a jump in medical expenses - looks set to be more than three times the anticipated level of FF17bn. The impact of the government's reforms to the existing system has yet to be seen, and the figures are likely to remain significantly in the red next year.

Meanwhile, a package of tax cuts unveiled by Mr Alain Juppé, the prime minister, at the start of September, which is designed to cut income taxes by FF25bn for 1996, has been seen by many as too complex, and offset by too many other rising charges to help boost consumer confidence and spending.

Furthermore, with at least one wary eye on the widespread social unrest unleashed at the end of last year, and recent threats of a repetition from union lead-



Jean Arthuis: confident that everything is going to plan

ers this autumn, the government has not risked repeating its civil service wage freeze for 1997.

As a result, it should come as no surprise that the financial markets have come under heavy pressure in the past few months, and there has been a renewed round of criticism of the Bank of France's *franc fort* policy and the supposed *pensée unique* or single, technocratic and economically liberal way of thinking currently being practised.

But while many commentators remain sceptical about the value of the government's current reforms, and pessimistic about the short-term prospects for the economy, there is a growing current of feeling that the 3 per cent target next year may yet be achieved. Their concern is the price to be paid for attaining the magic 3 per cent. They argue that the government is using accounting tricks to get there, and there may be a substantial subsequent rebound in spending. For example, it will offset its 1997 deficit with a FF37.5bn transfer in pension fund assets from employees of France Télécom, in exchange for taking control of their future retirement income, as part of a deal leading to a partial sale of the group in spring 1997. Other possibilities, include

a levy from the state-owned monopoly Electricité de France, and possibly from other public enterprises including the Caisse des Dépôts et Consignations financial institution, which Mr Arthuis likens to a bank holding the state's money, and from which it is therefore entitled to withdraw as much as it wants, when it wants.

Even more intriguing financial manipulations are also likely. EU rules forbid the government from using privatisation receipts to offset its deficit. But Mr Arthuis says the FF2.6bn cost of a state takeover of Crédit Foncier de France, a specialist property bank, will not count towards public spending because it will be financed from the sale of other public companies.

Eyes will similarly be on the techniques used to bolster other state-owned enterprises demanding extra support, including Crédit Lyonnais, the bank now on to its third restructuring plan in three years in the wake of expansionist and loss-making policies adopted in the late 1980s and early 1990s.

The minister dismisses any suggestion that the fall in the deficit will be short-term, arguing that the budget deficit will remain at 3 per cent of GDP for 1998 and thereafter falling progressively to 2 per cent by 2003. But considerable uncertainties remain between now and then, not least the elections to the National Assembly in 1998, which under some estimates will lead to a victory for the socialist party.

The government also faces the prospect of growing political divisions even within the ranks of its own centre-right ruling majority, including the unusual bedfellows of Mr Edouard Balladur, the former prime minister, Mr Charles Pasqua, the ex-interior minister, and the economically-liberal Mr Alain Madelin, briefly Mr Arthuis' predecessor until he was forced out of the cabinet after disagreements with Mr Juppé last summer.

The Benelux countries: by Caroline Southey

Two out of three are well on course

Belgium's debt is hampering its efforts to gain early entry to Emu

Two out of three is not a bad score by most standards. This is the pass rate for membership of European economic and monetary union notched up by the Benelux countries, with Luxembourg and the Netherlands expected to be among the first Emu entrants in 1999, along with Germany, France, Austria and Ireland. Luxembourg is in the enviable position of having met all five of the convergence criteria even at this early stage. It outperforms the other EU member states on two of the toughest criteria - public debt and budget deficits.

The European Commission forecasts that Luxembourg will record public debt of 8.2 per cent in 1996 and a budget surplus of 0.7 per cent of GDP. The Commission estimated inflation had been 2 per cent in 1995.

The Grand Duchy has the added advantage of having experienced the joys and agonies of monetary union during a 75-year-old arrangement with Belgium.

The Netherlands falls into the category of countries most likely to meet the criteria by the 1999 deadline, even though at present it falls short on the public debt and the budget deficit targets.

Debt as a percentage of GDP is expected to fall from 79 per cent last year to 78.7 in 1997, according to the Commission. The budget deficit is expected to decline from an anticipated 3.4 per cent in 1996 to 2.9 per cent in 1997.

Albert Dierckx, chief economist for Rabobank, says the Netherlands is doing well "on all fronts". He adds that the Dutch government is reaping the benefits of structural reforms introduced

over the past five years, including a policy of wage restraint and a revision of the social security system.

"The government is confident that we will be in the first EMU coach," Mr Dierckx said. "It believes the downward trend of the debt criteria will justify entry on the grounds that the movement is satisfactory and sufficient."

For Belgium, the goal of compliance will be harder to achieve. Although it meets the first three criteria on inflation, interest rates and exchange rates, it misses those relating to the budget deficit and debt.

But, against formidable odds - including the highest debt in the EU at 133.8 per cent of GDP last year - the country's politicians are tenaciously pursuing the target of early membership.

Belgium's determination is driven partly by economic necessity since more than half of its exports go to neighbours (France, Germany, the Netherlands and Luxembourg), all likely candidates for early membership.

Peter Praet, chief economist for Generale de Banque, says Belgium's failure to qualify for entry into EMU in 1999 would have "catastrophic consequences" for the country.

"It would lead to increased tensions between the Flemish north and Wallonian south," he predicts, and would potentially create "chaos in the bond market".

The urgency of Belgium's need prompted prime minister Jean-Luc Dehaene to take special powers to draw up the 1997 budget without parliamentary consent. With the passing of three "framework" laws agreed by parliament in late July - which allow the government to issue decrees without parliamentary consent on the 1997 budget, the over-burdened social security system and improving competitiveness - Mr Dehaene has been given a free hand to impose what-

ever measures he deems necessary.

His primary targets will be to cut the budget deficit to 3 per cent of GDP, and to make inroads into the debt ratio.

The Belgian government hopes to reach the budget deficit target a year early to strengthen its hand in negotiations, as it is likely to remain some distance from the required 60 per cent for the debt ratio.

To achieve the 3 per cent target, savings of about Bfr24bn (\$786m) will have to be made. The public deficit was 4.5 per cent of GDP in 1995.

To do even better, as Philippe Maystadt, the Belgian finance minister has said he aims to do, further savings of Bfr60-90bn will have to be found.

Mr Dehaene has set a target of reducing the debt ratio by 10 percentage points, a big enough decline, in Belgium's view, to warrant acceptance for EMU on the grounds that its debt is declining "sufficiently" and at a "satisfactory rate".

Generale de Banque's chief economist Mr Praet believes the government can achieve its targets but warns that the headline figures are less important than Belgium's ability to prove that it is capable of achieving "sustainable convergence".

"It is vital that Belgium shows it can reform its budgetary procedures. Belgium gives the impression of taking structural decisions under stress only," he said. Nevertheless, Mr Praet believes Mr Dehaene's government is now "condemned to succeed".

Mr Praet warned against Belgium attempting to copy the formulae adopted by other countries, particularly the Netherlands. "There is a tendency to idealise what is happening in the Netherlands. It is an illusion to think we can copy their model. We have to do what we can within the limits of our own culture."

The IMF/WB's next decision could cost 21 million. Lives, that is.

For years, debt repayments have been destroying the lives of some of the world's poorest people. Money that should be spent on essentials like health care is going down the debt repayment drain. In Uganda, three times more goes to rich-world creditors than to health provision - and one in five children dies of preventable disease before their fifth birthday.

For years too, governments, the World Bank, and the IMF have been talking about the debt problems of poor countries. Now, at last, there are some innovative proposals

on the table to solve them. And that means there's a chance to do more than just talk.

Oxfam has calculated that, for less than Africa currently spends on debt repayments, the lives of 21 million children could be saved over the next five years.

Soon - on 30 September, in fact - it will be decision day. Finance Ministers at the IMF/WB meeting could decide to take action on debt. Or they could decide to do nothing - and they know who will bear the cost.

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34 WORLD ECONOMY AND FINANCE: Europe

Ukraine: by Matthew Kaminski

Kiev looks west as turnaround begins

The government still needs to maintain tight monetary and fiscal policies

Only two years ago, Ukraine had arguably the worst economic record in eastern Europe. The US government worried the country would break up or get embroiled in a violent conflict with Russia.

But the turnaround since then has been impressive. Ukraine in September introduced its permanent currency, the hryvna, after the government had managed to stick to strong market medicine.

Inflation came down below 1 per cent a month this summer. The hryvna has stayed stable and capital inflows are rising.

Increasingly confident, the Kiev government has looked west, seeking warmer relations with the European Union and membership of the Western European Union, its defence arm. Few worry about an imminent civil war, or reunion with Russia. Ukraine, for the first time in history, controls its own destiny.

Success in revitalising the economy can hardly yet be declared, however. The track record on reform is short and patchy. The International Monetary Fund, since April, has backed Kiev with a \$867m stand-by loan. A new \$3.1bn three year deal might be ready for January.

The prerequisites for growth are, however, emerging. The government expects inflation this year to be 48 per cent, down from 182 per cent in 1995. The outlook for next year is better: at 25 per cent, inflation in 1997 would be broadly in line with

Ukraine's central European neighbours. The draft 1997 budget envisages a 4 per cent fiscal deficit.

Pavlo Lazarenko, the prime minister who has come under criticism for his intimate ties with the oil and gas business, has pledged his support for tight monetary and fiscal policy but the upcoming winter will test the government's mettle in sticking to austerity measures.

Measures to achieve structural reform are still missing. The country underwrites many loss-making state dinosaurs and has yet to create an open market based on the rule of law. On both counts Ukraine lags behind Russia, which launched reform nearly three years earlier.

An ambitious mass privatisation programme has gathered momentum recently. More than 9,000 companies have been sold, but that leaves a further 18,000 large and medium-sized enterprises on state budget rolls, among them some of the country's better assets. The government has set aside 208 for sale to foreigners, which could actually delay privatisation further.

The investment climate also remains unfriendly. About half the economy works in the shadows, says the World Bank, reflecting high tax rates, formidable barriers to market entry and low confidence in the government.

Small business, an engine of growth elsewhere in eastern Europe, is in infancy; there are 1.2 small business for every 1,000 Ukrainians, compared with 7 per 1,000 in Russia and 20:1,000 in Poland. The Ukrainian business association blames official corruption for its troubles.

As local investors struggle, foreigners have put Ukraine toward the bottom of their priority lists. Total investment since independence recently topped \$1bn - a small amount for an industrialised nation of 52m people and a territory slightly bigger than France.

Ukraine needs both domestic and foreign capital for a resumption in growth. Gross domestic product fell 8.7 per cent in the first half of 1996, the steepest drop in the former countries of the USSR, and investment has to take place in an environment of high real interest rates.

Improving the conditions for investment will be at the top of the agenda. Victor Fylynskyk, deputy prime minister, says Ukraine's goals this autumn are a tax overhaul, consolidation in the banking sector, and real transfer of ownership from the state sector, but such measures will be hard to implement against opposition from strong vested interests represented in cabinet and the parliament.

The danger for Ukraine, illustrated by the recent experiences of Bulgaria and Romania, is that stable prices and currency could prove hard to sustain if politically difficult structural reforms are neglected.

The improvements that have taken place so far, however, have resulted in investors showing more interest. Ukrainian government securities offer attractive yields of around 50 per cent on three-month paper, and some banks have participated. Lack of liquidity and unclear rules on repatriation of profit have, however, dissuaded mainstream western portfolio managers and investment banks.

Some small investment funds have participated in



Ukraine, for the first time in history, controls its own destiny

Ukraine's fledgling equities market. Regent Pacific, the Hong Kong-based fund management group, announced plans in August for a \$30-50m investment trust aimed at Ukraine's disorganised market, which some analysts estimate is capitalised at \$1bn. Regent joins several others.

"The Ukrainian market is interesting, but not yet compelling," says Richard Dietz, a managing director at Renaissance Capital, a Moscow investment bank. A Kiev director of a western bank expects further interest once the mass privatisation programme has been completed.

The entry of western business would not just help to

provide new jobs. Investors also might constitute a missing reform lobby. Currently, the IMF is the staunchest pro-reform group, and its power over the country's precarious finances gives it important leverage in the absence of a politically and economically astute government reform group.

Yet, Ukraine has surprised doubters simply by surviving. President Leonid Kuchma began his term in office with a warning and an exhortation: "There is no way back for Ukraine." Two years later, his message looks almost irrelevant. The path may be winding, and full of wrong turns, but Ukraine is today moving forward.

Poland: by Anthony Robinson

The soaring eagle is flying higher

The process of transition to a market-based democracy is taking place

Poland's ability to combine rapid economic growth with gently declining inflation, and the determination of successive governments to maintain macroeconomic stability despite a backdrop of political turbulence has made it increasingly attractive to foreign investors and banks.

The "soaring eagle" image evoked by Grzegorz Kolodko, the finance minister, fits an economy where entrepreneurial skill and a willingness to adopt new methods and new technology have led to double-digit productivity gains and the prospect of an extended period of 5-7 per cent annual growth.

Higher productivity has helped to compensate for the high cost and difficulty of raising loans from a domestic banking system hitherto hamstrung by extensive bad loan portfolios, inexperience and under-capitalisation. In the absence of easily available bank finance, a multitude of small and medium companies has had to rely largely on re-invested profits to sustain expansion in the export-oriented economy of 39m inhabitants strategically placed between Germany and the former Soviet Union.

But one of the most significant developments of the past year has been the growing profitability and confidence of the banking system which has registered strongly rising net profits since the first quarter of 1995. Polish banks were obliged by the government to clean their balance sheets of bad loans, spend heavily on training and new equipment and plough profits back into reserves to become eligible for government-backed recapitalisation bonds. This tough approach is now starting to yield results.

Bank consolidation still has a long way to go among the smaller of the 72 Polish commercial banks and the more than 1,500 small co-operative banks linked to BZG, the troubled Food Economy Bank. But the process is accelerating with the loose merger of three state-owned regional banks with Pekao SA, the state-owned former hard currency bank to form the Pekao SA group with combined assets equivalent to 23 per cent of total assets of the banking system. With the prospect of large-scale infrastructure investments to modernise highway, railway, telecommunications and other infrastructure developments in the pipeline, consolidation is seen as

a way of raising the lending ability of such combined groups.

Faced with growing competition from foreign banks Polish banks are also struggling to raise the quality and range of services offered and are showing increasing willingness to fund small- and medium-sized Polish businesses. With real incomes rising fast the banks are also venturing into hitherto neglected or non-existent sectors, such as consumer finance.

The Polish banks best placed to move into these new sectors are those such as Poznan-based Wielkopolski Bank Kredytowy (WBK), which has the Allied Irish Bank as a strategic investor and mentor, and the Katowice-based Bank Slaski, where the Dutch ING group has a controlling 54 per cent stake. ING provides the training and know-how required to set up the services required to keep the loyalty of both private and corporate customers. Germany's Com-

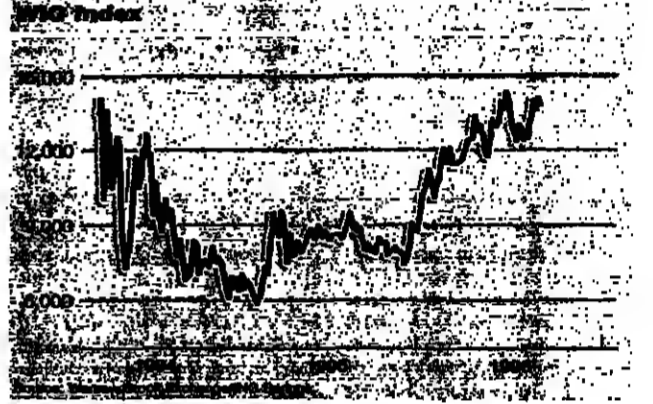
merzbank plays a similar role as minority shareholder in the Export Development Bank.

Over the past few months official interest rates have been steadily dropping in line with inflation, which is expected to decline to 17 per cent year on year by December from just under 22 per cent last year. The lower cost of borrowing provides an added incentive for cash-strapped companies to step up current low levels of bank debt.

Meanwhile, rapid growth and the successful rescheduling and reduction of Poland's foreign debt, followed by investment grade ratings from the main credit rating agencies, has increased Poland's attraction to foreign investors. With inflows exceeding \$2bn a year accumulated foreign investment over the past six years is now approaching the \$10bn attracted by Hungary, hitherto far and away the most successful recipient of foreign capital.

Among recent newcomers are General Motors, which is investing more than DM450m in a green field car assembly plant in Silesia, and South Korea's LG corporation, which has announced plans to invest \$700m over the next five years. In the banking sector, Citibank has built on its successful early entry by turning Warsaw into its regional banking hub while latecomer Bank of America has just announced plans to set up a venture capital bank. It will take minority financial stakes in small- and medium-sized unquoted companies and help bring them to the Warsaw Stock Exchange. The market capitalisation of the WSE has risen to \$7bn on the back of strong rally in share prices this year.

Despite the strong performance of the Polish economy over the past few years, however, there are signs of growing strain within the reformed communist Democratic Left Alliance (SLD) and the peasant party (PSL) coalition government. Tough political decisions are unlikely to be taken before general elections next autumn where the govern-



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مكتبات الامير

Australia: by Richard Adams

Asian links harden

Australia remains one of the most sophisticated economies in the region

An Australian diplomat once said that the problem with inviting his country to an Asia-Europe summit was deciding on which side of the table its representatives should be seated.

Since the 1980s, it has been usual for Australian politicians to appear statesman-like by proclaiming that the future of their country lies with Asia rather than with Europe.

Now that future seems to have arrived. Around 60 per cent of Australia's trade is with Asia, and 23 per cent of its population are not of British ancestry, though not all are Asian. In 1994-95, Japan and the seven Association of South-East Asian Nations countries (ASEAN) between them took 40 per cent of Australian exports. The European Union and the US together accounted for 18 per cent.

Australia can hold up its head alongside the success stories of its neighbouring emerging Asian economies, as still being one of the region's largest and most sophisticated economies. Australia's gross domestic product is almost twice that of Indonesia, the largest member of Asean, with a population 10 times larger than Australia's.

Ironically, the drive towards trade and immigration links with southern Asia came during the post-1983 Labor governments, under Bob Hawke and Paul Keating. It was Labor in the post-war era that had robustly supported the "White Australia" immigration policies that stained Australia's image in the region for many years.

The Labor government lost office in March, just as the first Asia-Europe summit was being held in Bangkok. Australia was excluded from the summit, thanks to the opposition of Dr Mahathir Mohamad, Malaysia's prime minister. Dr Mahathir

argued that while Australia might be geographically in the region, in heritage and culture it had little in common with Asia.

Yet Malaysia is one of Australia's best trade links in the region. Bilateral trade has been growing at 20 per cent a year, and Malaysia is about to overtake Britain as the tenth-largest market for Australian exports. Added to that are the 10,000 Malaysians studying at Australian colleges and universities.

Malaysia and Australia also have military links through five-nation defence pact. Malaysia first made its objections felt in 1993, when Dr Mahathir refused to attend the first Asia Pacific Economic Co-operation forum (APEC). APEC was promoted by Australia as an

The economy increasingly resembles the Asian model

expression of open regionalism, and included the US, Australia and New Zealand, as well as Asian countries.

Dr Mahathir favoured a limited group, made up of the members of Asean, plus China, Japan and South Korea as an East-Asian economic caucus. Unable to formalise that grouping, Dr Mahathir blocked Australia's attempt to join the Asian countries at the debut Asia-Europe summit.

Alex Downer, Australia's new foreign minister, wants a seat at the second summit in 1998, and has been encouraged by his first meetings with Dr Mahathir. Mr Downer argues that for Asia to sit down without Australia is like a sports team missing a crucial player.

As Australia's links with Asia strengthened, so its economy has increasingly resembled the Asian model. Since 1983, the Labor government has deregulated its financial markets, reformed the social security system, and turned it from one of the most protected countries into one of the most open.

Like its Asean neighbours, Australia suffers from large current-account deficits, this year estimated to be equivalent to 4.3 per cent of GDP. The concern is that such a high structural deficit cannot be sustained, with the country's net foreign liabilities amounting to more than 50 per cent of GDP.

As in the emerging Asian economies, Australia cannot finance its domestic investment requirements. The deficit is the result of the foreign capital needed to make up the shortfall.

Last year the Australian Reserve Bank, the central bank, said in its annual report that the current account problem exposed the nation's "chronic under-saving". It urged the government to deal with the problem: "Australians must not only produce more, we must, as well, save more."

Personal savings rates in Australia are very low - perhaps in part because of the generous welfare systems - and successive governments have been slow to tackle their own budget problems, running underlying deficits for many years.

But the Liberal-National coalition returned to power earlier this year was in a dilemma. In drawing up its first budget, it knew it had to confront the deficit. But it also had to honour its election pledges of an extra A\$1.5bn in spending.

Peter Costello, the finance minister, juggled the two demands with proposed spending cuts of A\$7.2bn over the next two years, designed to trim the government's deficit.

But that is unlikely to solve the continuing current account problem. Estimates for 1997 have the deficit ballooning to A\$29bn, or 5.2 per cent of GDP, based on GDP growth of 3.8 per cent.

For many years Australia's investment shortfall has been met by capital inflows from Japan. Now other Asian countries, such as Singapore, Taiwan and South Korea, are joining in. That may solve Australia's geographical problem: it will be part of Asia when it is owned by Asia.

New Zealand: by Martin Wolf

Role model for the north

Changes since 1984 have set a benchmark against which others can judge their efforts

The transformation of New Zealand since 1984 is "one of the most notable episodes of liberalisation that history has to offer". This was the judgment of David Henderson, former head of the economic department at the Organisation for Economic Co-operation and Development.

Decades of underperformance was the mother and a foreign exchange crisis the midwife of this radicalism. Neither has been so potent in any other OECD country, which is why New Zealand's radicalism has been unique. Yet what this tiny country has done is a benchmark against which others can judge their efforts.

In the UK, for example, many still believe that low inflation and tight fiscal policies must reduce economic growth. Others, notably in Europe, argue that small countries can have no influence, let alone control over their economic destinies. This is nonsense. Just go to New Zealand and look.

The programme of reform has been carried out under both Labour and National party governments since 1984. Under the Labour government, elected in 1984 and re-elected in 1987:

- Import controls were phased out and tariffs were reduced unilaterally as a part of the Closer Economic Relations agreement for free trade with Australia;

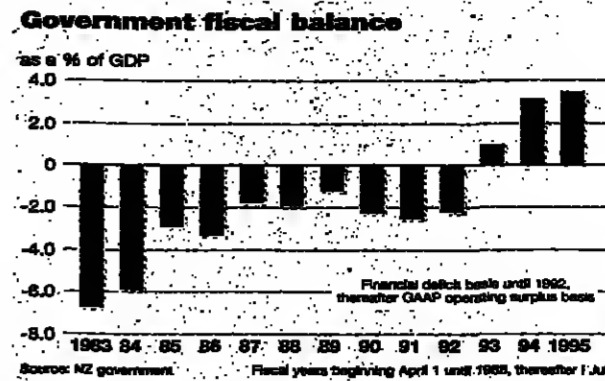
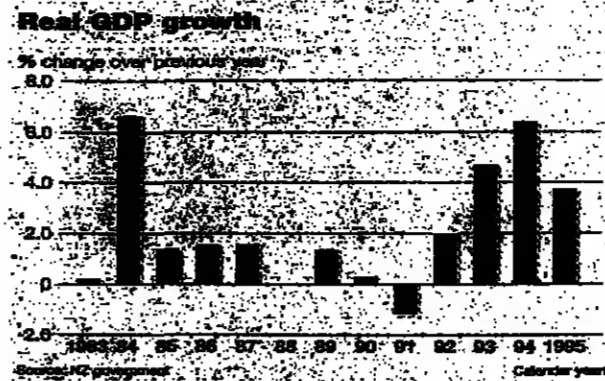
- Subsidies were abolished, notably to farming;

- Wage and price controls were eliminated and wage bargaining freed from most government interference;

- The trading activities of government departments were separated from policy-making and many were privatised;

- Taxation was reformed, with the introduction of a value-added tax, the Goods and Services Tax;

- The currency was floated, foreign exchange restrictions



removed and the financial markets liberalised.

- The Reserve Bank of New Zealand was made independent in 1988 and set a target for annual inflation of 0-2 per cent.

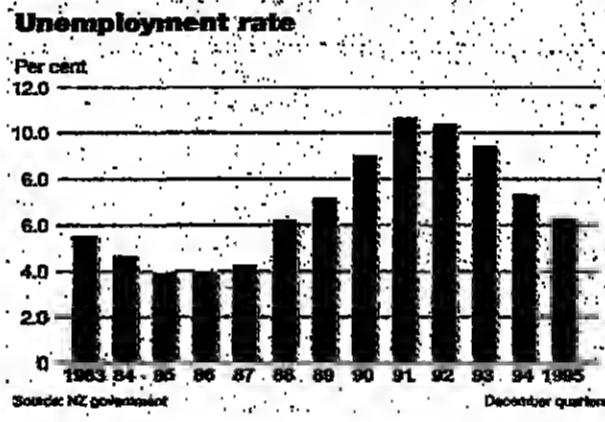
- Then, under the National government elected in 1990 and re-elected in 1993:

- The labour market was almost completely liberalised, with freedom for workers and employers to enter into employment contracts, as individuals or in groups;

- Cuts were imposed on social welfare benefits;

- The government was required to produce transparent accounts and adhere to normal accounting standards for the public finances.

- As a result of these exceptionally coherent and comprehensive reforms, the world's view of the country has been transformed. This year's Global Competitiveness Report from the World Economic Forum in Davos rated New Zealand the world's third most competi-



annual inflation averaged 1.7 per cent between 1982 and 1995.

These improvements have been underpinned by an exceptional fiscal performance. The government has run fiscal surpluses for the past three years: that for the present financial year is expected to be 2.9 per cent of gross domestic product. Net public debt was estimated at 32.4 per cent of GDP at the end of June 1996, down from 47 per cent in the middle of 1991. This has permitted the government to plan for fiscal surpluses of about 3 per cent of GDP, while still cutting taxes.

The big question about the growth of the 1990s is whether it represents more than a few years of recovery after a long period of low and unstable growth. The answer is that the economy ought to be able to sustain growth at 3 to 4 per cent a year. This would be better than in the 1960s and 1970s, when growth was among the slowest of OECD members.

One reason continued growth looks plausible is the low rate of inflation. True, the Reserve Bank has been struggling to keep underlying inflation below the 2 per cent ceiling since the middle of last year. This has necessitated a tight monetary policy and a soaring exchange rate. In consequence, growth slowed sharply during 1995. But it should be possible to push inflation back down without losing forward momentum altogether.

Yet there are deeper problems. Savings rates are well

below east Asian standards, for example. One reason for this must be the high level of borrowing for house purchase. The housing market is also the principal generator of inflationary pressure.

In addition the radicalism of the reforms has created a political backlash. This was shown in the referendum of 1993, when voters decided to punish politicians by switching from a first-past-the-post electoral system to proportional representation on German lines.

Reform has also imposed pain. Inequality has increased, as has insecurity. But this was inevitable, at least to some degree, in moving from the unsustainable positions of the late 1970s and early 1980s, when skill differentials in pay were minimal and overmanning rife.

Moreover, in evaluating costs of reform, it is essential not to forget those of non-reform. At the end of Sir Robert Muldoon's period in office, New Zealand was on the verge of a default on its external debt and of an uncontrollable domestic inflation, with a fiscal deficit of 9 per cent of GDP, even at a cyclical peak in economic activity. By 1984 the status quo was no longer an option.

Since many New Zealanders know their country was on the edge of disaster, a comprehensive reversal of the reforms seems inconceivable. If so, the country will continue to act as a fascinating test case of the radical application of orthodox economics.

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Capital Inflows: by Graham Bowley

Prospects brighten

Developing countries now stand a better chance of attracting capital

The prospect for an increase in international capital flows into the developing world is a bright one.

The pool of capital offered by private international securities markets, official financing and private foreign direct investment should satisfy in large part the thirst for investment from the fast-growing developing countries.

Meanwhile, reform of the way governments and multilateral institutions treat the very poor nations is helping to ensure that these countries receive more public money and stand a better chance of attracting private sector capital in the future.

Several important developments have occurred in the area of official financing for developing countries in recent years.

The most important was the agreement in December 1994 - and subsequent implementation - of the so-called "Naples terms" for low-income countries by Paris Club creditors.

This agreement which allows up to 67 per cent debt relief for selected poor countries has enabled many poor states to finally resolve their outstanding debt problems and prepare for a re-entry into the world financial community and, potentially, the world's capital markets.

One important initiative being debated in the international arena at present is a plan to raise the 67 per cent limit allowed under the Naples terms to about 90 per cent for selected countries, although not all debt is eligible for relief.

A second important development has been the increasing focus on the issue of multilateral debt.

Governments have come to recognise more clearly the burden placed on countries by the debt they owe to institutions such as the World Bank and the International Monetary Fund.

There are proposals to alleviate a large part of the burden of this multilateral debt. The World Bank's proposed Trust Fund and the plan to sell off a proportion of the IMF's gold reserves would be used to finance this objective.

Such initiatives would not only lessen the burden imposed on poor countries of large debt interest payments. But they would also greatly increase these countries' ability to attract new capital from the private financial markets.

A third important development in official financing was the support provided by official creditors in early 1995 to Mexico and the subsequent efforts by the international policy-making community to put in place safeguards to ensure that a financial crisis such as that in Mexico is less likely to happen again.

These safeguards - such as better financial supervision and data standards, larger emergency credit arrangements and recommendations to ensure a fairer deal for creditors in the event of a crisis - represent an attempt to set up a framework of checks and balances in which countries can operate without government interference and more effectively attract sustainable investment flows.

On the securities front, in spite of the world bond market reversal of 1994, the Mexican crisis of late 1994 and the turbulence in financial markets at the beginning of this year, "net issuance of international securities by borrowers in developing countries has been highly resilient", according to the Bank for International Settlements.

The flow of capital via securities into the developing world even managed to withstand the sharp rise in US long-term interest rates

at the beginning of this year. Risks in US interest rates have in the past been associated with a decline in investment flows into developing countries as investors are typically attracted back to higher yielding and more credit-worthy US assets.

But this time round, the flows were sustained. As a result, securities issued by developing countries had already by the end of the first quarter of this year exceeded the previous record issuance in 1994.

The optimism about rising capital flows into the developing world extends to foreign direct investment.

The share of worldwide foreign direct investment inflows going into countries outside the OECD area has been increasing since the late 1980s. However, its share still remains below that achieved in 1982 before the third world debt crisis and the recessions that followed it in many debtor countries.

However, since 1986 once the effect of the debt crisis had diminished, flows into developing countries increased every year to reach about \$80bn in 1994, according to the OECD.

Deregulation, privatisation and liberalisation including the dismantling of trade barriers in these countries have been some of the factors behind this growth. They have created an environment more conducive to inward investment.

But another significant factor has been the rapid economic growth in many of the developing countries. As their economies have grown, the incentive for foreign companies to locate in these growing consumer markets has increased.

In the past, the absence of suitable domestic economic policies meant that the benefits of much of the investment which did flow into many poor countries were diluted.

However, the past few years, according to the OECD, have been marked by a sea change in attitudes towards inward investment, as well as a corresponding rise in the levels of flows.

Investment in the 1990s has been very different from that in previous decades in terms of quantity and quality.

As the removal of trade barriers continues in the developing world, as more and more of national economies are privatised, as political instability declines, and as economic growth gathers pace, the flow of foreign direct investment into the developing world looks set to continue growing.

More importantly, economic reforms in these countries are creating the environment which will help ensure that these increased flows will generate greater gains for poor countries.

Mexico: by Leslie Crawford

Turnround a welcome surprise

The strength of exports has cushioned what might have been a brutal recession

Mexico is recovering from last year's financial crisis at a faster pace than either government or business leaders had hoped was possible.

The economy is forecast to grow by 3.5 per cent this year and by up to 4.5 per cent in 1997, at the end of which Mexico will have clawed back almost all the production lost in 1995, when gross domestic product contracted by 7 per cent in the worst recession of the past 60 years.

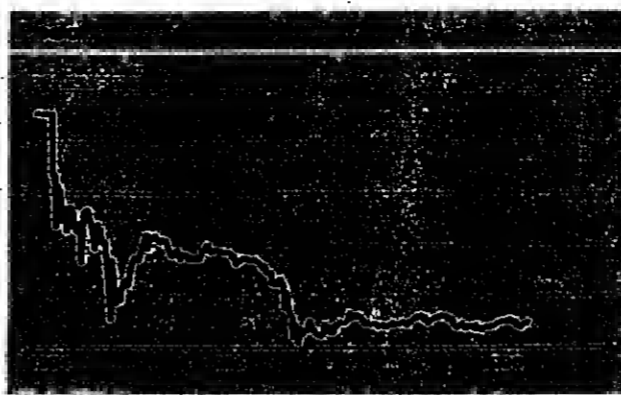
While the speed of the turnround has come as a welcome surprise, the recovery is still largely confined to the export sector, a highly concentrated corner of the economy where fewer than 600 companies account for four-fifths of Mexico's foreign trade.

A broader recovery remains constrained by the loss of employment and contraction in real wages, which have lost nearly a quarter of their purchasing power since the onset of the financial crisis in December 1994.

The banking system remains fragile, and there is no sign yet that lending to Mexico's credit-starved corporations has resumed.

The squeeze on wages, and the collapse of the financial sector, mean that exports will continue to drive economic growth.

"The strength of the export sector has cushioned what would otherwise have been a brutal recession,"



more than \$12.3bn to retire part of the expensive emergency credits extended by the US Treasury last year, when Mexico was on the brink of default.

Inside Mexico, Mr Ortiz's orthodox policy mix of tight credit and fiscal austerity has allowed the financial markets to recover a large measure of stability after their roller-coaster behaviour in 1995.

The floating exchange rate has even appreciated slightly during 1996, a factor which has helped the central bank lower inflation to an annualised rate of 30 per cent in August, against a peak of 62 per cent in February.

Mexico's financial debacle has changed the face of the economy in other important ways. The most salient change has occurred in the opening of the domestic banking sector to foreign investment.

Deliberately excluded from the privatisation of the banking system four years ago, foreign banks are now being actively courted by Mexican bankers whose capital has been

wiped out by bad debts. "I would not be surprised if foreign banks owned 50 per cent of the Mexican banking system in about five years," says Ricardo Guajardo, chief executive of Bancomer, Mexico's second largest bank.

Earlier this year, Canada's Bank of Montreal acquired a 16 per cent stake in Bancomer for \$500m. Other corporations are following the lead set by Mexico's bankers out of necessity rather than choice.

Domestic credit has been scarce since the peso devaluation, while the international capital markets have shown little appetite for new Mexican corporate debt or equity offerings.

"The financial crisis has forced a further opening of the Mexican economy," says Rogelio Ramirez de la O, an economist with Ecanal consultants in Mexico City.

"Mexican companies are beginning to accept foreign partners. Often, it is the only way in which they can expand their businesses."

In addition to Mexico's financial problems, the telecommunications sector has seen a rash of joint ventures ahead of the liberalisation of the long-distance market in January next year.

In the food industry, Maseca, the country's leading maize flour producer for tortillas, Mexico's staple food, recently sold a 22 per cent stake in its operations to Archer Daniels of the US.

American companies are also seeking foreign partners to bid for the forthcoming break-up and privatisation of the national railway network, and in the construction of new power plants.

What is missing to broaden the recovery, many economists believe, is the commissioning of more public works. These have been promised since late 1995, but have "gone by their absence", according to the cement and construction industries.

The National Chamber of Industry and Construction estimates 170,000 building jobs have been lost since the onset of the recession. It says only half of Mexico's 14,000 construction companies have work at present.

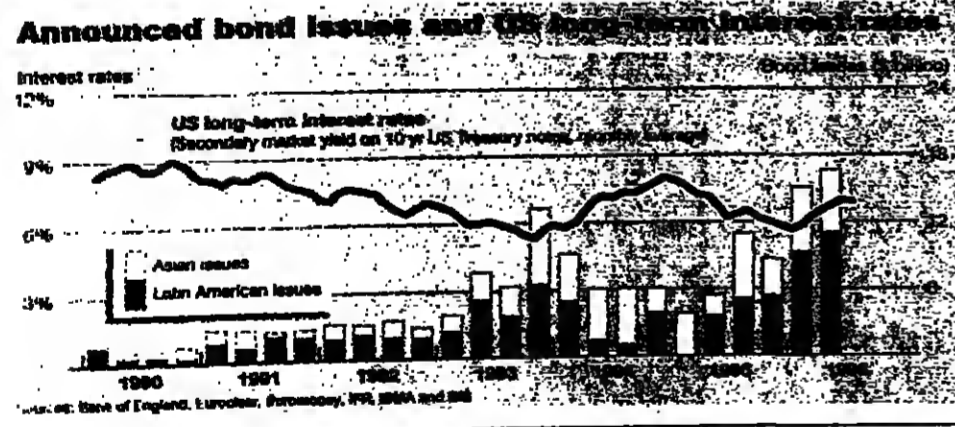
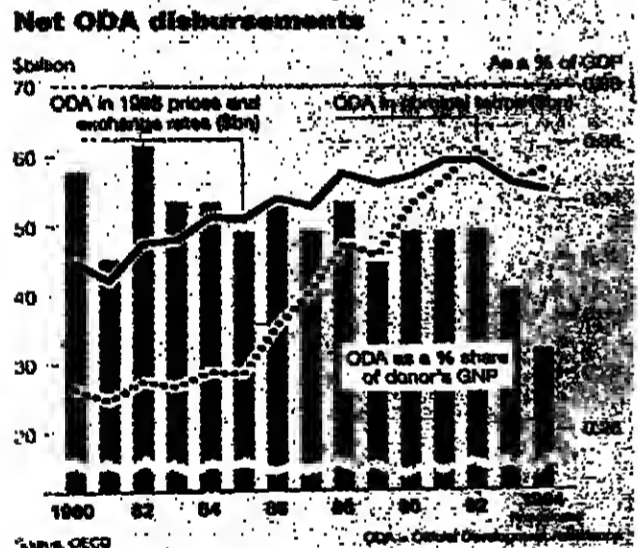
After two years of austerity, the government is understood to be planning a small fiscal deficit in 1997 to accommodate the costs of social security reforms and to quicken the pace of the recovery.

Finance officials say the central bank will aim to lower inflation to around 12 per cent next year, while the current account deficit could again widen to \$7bn, or 2.5 per cent of GDP, to allow for more imports and a recovery in domestic demand.

Mexico registered a small current account surplus of \$533m in the first half of 1996, in a dramatic contrast to its pre-devaluation current account deficit of \$1.1bn in the first half of 1994.

Few Mexicans, however, will experience the fruits of the economic turnround. Finance minister Ortiz says consumption will not recover its pre-devaluation level until 1998 at the earliest.

Real wages, meanwhile, are forecast to contract further in 1997, as the government is expected to set the minimum wage below the projected increase in inflation, and most private sector companies will follow suit.



FT Financial Times advertisement for International Accounting Standards, featuring a quote from Randolph A. Andersen, Division Chief at the World Bank.

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مصرف الامارات

Telecommunications by Alan Cane

Era of the supercarrier

As the bigger groups expand, casualties are likely among smaller operators

The world's telecommunications markets are opening to competition at an unprecedented rate as technological and political pressures combine to undermine monopolies once seen as natural and unassailable.

The US, the UK, and a number of smaller economies have already liberalised their voice, data and mobile telephony markets. Mainland Europe is expected to follow suit, hoping to European Union regulatory pressure, from January 1, 1998. Early next year the World Trade Organisation hopes to conclude talks aimed at freeing much of the rest of the world's trade in telecoms.

An inevitable consequence will be that incumbent telecom operators - many now privatised or in the process of privatisation - will find profits squeezed as increased competition and lower technology costs force down prices and profit margins. This will affect all the world's operators - who are

for the most part making substantial profits - but will bear down most heavily on those used to enjoying a monopoly position.

Expansion into new territories and the formation of alliances to tackle new markets is one of the principal strategies operators are using to counter the challenge of shrinking profitability. Typically, however, operators seek a local partner to smooth their passage in unfamiliar territory. The result is a global web of relationships between major and smaller operators of remarkable complexity. Companies are often at the same time competitors, collaborators and partners.

To give just one example, Ameritech, a US local operator, holds a 1.7 per cent stake in the Belgian state operator Belgacom, a 49 per cent stake in a venture to provide mobile telephony in Taiwan, China, a 15 per cent stake in Matav, the Hungarian operator and a 34.8 per cent stake in Telecom Corporation of New Zealand, among other holdings.

Telecoms and the information technology sector continues to grow rapidly. Between 1985 and 1995, total revenues grew to \$50.6bn at

a compound annual growth rate of 10.8 per cent, according to the US consultancy Telegenography. Revenues are expected to continue to grow at a high rate with the further expansion of services such as Internet access provision and the introduction of new offerings, including videotelephony. Operators are already planning initiatives in these new areas, conscious that profits will remain under pressure.

Ovum, a London-based consultancy notes: "Because of the overall growth in telecoms markets, additional revenue from foreign markets can exceed lost revenue in domestic markets." "However, there will be some casualties, particularly among smaller operators and those unable to adapt rapidly to the changing environment."

The largest operators are cooperating in alliances aimed at creating "global supercarriers", operators able to offer worldwide services to large international customers. According to Ovum, such customers' demands include worldwide availability of services with uniform network functionality; flexible billing, allowing the customer to decide the

most appropriate billing breakdown; and the ability to monitor network traffic, faults and performance.

The three largest of these supercarriers are Concert, an alliance between British Telecom, MCI of the US, Global One, which links Deutsche Telekom, France Télécom and Sprint of the US, and WorldPartners, whose equity members include AT&T of the US, Unisource, KDD of Japan and Singapore Telecom. Unisource is itself an alliance between a number of Europe's smaller operators including PTT Telecom of the Netherlands, Tella of Sweden, Swiss Telecom PTT and Telefonica of Spain.

In South America, a group of operators including CTC Mundo of Chile, Embatel of Brazil, Telistar of Argentina, Antel of Uruguay and Antelco of Paraguay is collaborating to provide services to multinationals in the region under the name Simtonia. In the US, the passing of the 1996 telecommunications act, has opened the door to a rash of deals between local phone companies and Pacific Televis merged, as did Bell Atlantic and Nynex Corporation.

Middle East by Roula Khalaf

EU initiative offers hope

A misguided reliance on oil has stood in the way of trade co-operation

Despite the persistent rhetoric about Arab co-operation, the Middle East and North Africa region remains one of the least integrated in the world. Since the fall in oil prices in the mid-1980s, the region has also effectively been disengaging from the global economy.

But to give many countries in the region a chance to improve this dismal record, the European Union last November extended a helping hand by agreeing with 12 Middle Eastern and North African nations a common strategy to create free trade zones by 2010.

That the countries in this region do not trade enough among each other, or with anyone else, is a reflection of a misguided reliance on oil and of poor economic policies adopted over decades.

The 1960s and 1970s the oil boom allowed the region to outperform all others apart from eastern Asia in per capita income growth. Since the mid-1980s, however, per capita incomes have fallen by 2 per cent a year, according to a World Bank study.

Oil wealth opened up the Middle East to the outside world and allowed movement of labour from non-oil economies to rich Gulf states. But dependence on oil has been such that it continues to account for about 80 per cent of the region's exports.

"Countries in the Middle East and North Africa have not used integration with the world economy as an engine for growth," says the World Bank. "They are less integrated today than 30 years ago, with trade as a share of output having declined, in contrast to all other regions except sub-Saharan Africa."

"There have been many attempts made at promoting regional integration - from the Arab Common Market in the 1960s to the Gulf Co-operation Council in 1981, to the Arab Maghreb Union in 1989 - but total intra-regional trade stands at a mere 7 to 8 per cent of total trade."

The World Bank says: "That they trade so little with each other is a reflection more than anything of the very little at all than that there are no regional trading opportunities." With 260m people, the World Bank points out, the Middle East and North Africa have non-oil exports which are less than Finland's, with a population of only 5m.

Jean Bouvier, president of the Development Centre of the Organisation for Economic Co-operation and Development, says regional integration in the Middle East can be promoted only to rough further economies in the world's emerging economies above all liberalisation of economic policies.

Experts cite a long list of reasons why the region has fallen behind, from regional political instability which

has led to high defence spending and deterred investment, to the adoption of domestic economic policies which have not been conducive to increased competitiveness. Overall productivity in the region has been declining by about 0.2 per cent a year.

Oil wealth for long allowed many of the region's economies to squander resources on non-productive investments, and overwhelming state control - although now declining - has created rigidities with burdensome regulation, insufficient liberalisation of markets, stringent labour laws, and inadequate education systems.

Growing problems of unemployment are underlining the need for change in economic policies. While a largely young population is growing at 2.7 per cent a year, the labour force is increasing 3.3 per cent annually.

Several countries have in the past decade restructured their economies under IMF programmes. Interestingly, the countries that have in the process most successfully integrated into the world economy today are those without oil resources - Jordan, Tunisia and Morocco. Moreover, Egypt now appears to be making a serious effort at promoting growth and attracting foreign investment by accelerating its privatisation programme.

Many experts were pinning their hopes for an economic revival and economic co-operation in the region on the Middle East peace process. But this has been stalled since last May's election of a new right wing government in Israel.

The EU's initiative is by far the most promising attempt to integrate Middle East economies within the global economy and at the same time promote intra-regional trade. To help countries who sign the initiative raise their productivity levels and sustain the dismantling of barriers, the EU has promised to provide Ecu4.7bn (£3.83bn) in grants and a similar amount in soft loans for the period 1995-99.

EU officials say the initiative starts from the assumption that the countries involved have a chance to integrate themselves into the global economy and have the national will to do so but cannot accomplish the task on their own. Opening their markets to EU products will force signatories to focus attention on attracting foreign investment as well as increasing productivity to competitive levels.

The initiative aims to also encourage regional trade. Projects with a regional focus, for example, receive priority of funding.

Tunisia, Morocco and Israel have already concluded agreements with the EU, and programmes to upgrade local industry are now under way in both Tunisia and Morocco. Meanwhile, Jordan and Lebanon are close to signing. Negotiations with Egypt have proved tougher, but EU officials say a deal is expected by the end of the year.

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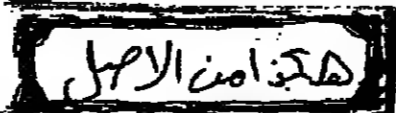
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United Mexican States

US\$6,000,000,000
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Term Credit Facility


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